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ABSTRACT

The nonnational population and labor force in the 15 European Union (EU) member states were characterized from the standpoints of size and structure, and the labor market conditions faced by nationals and nonnationals were compared. In 1995, the nonnational labor force in the EU totaled approximately 7.8 million; nearly 3 million were citizens of other EU member states who had the same legal standing as the national labor force. In all the EU member states together, fewer than 2% of workers were from other member states. The situations of nationals and nonnationals regarding rates of unemployment, employment, and self-employment differed markedly from each other. Nonnationals' unemployment rates generally exceeded those of nationals. In many member states, EU nationals' unemployment rates fell between those for nationals and those for third-country nonnationals. The employment rates of nonnationals also differed from those of nationals. Employment rates of female third-country non-nationals were particularly low and they experienced a disproportionately high level of unemployment. In some countries, EU nationals were more inclined to risk self-employment than nationals or third-country nonnationals were. The gap between rates of self-employment of nationals and nonnationals has narrowed. (Contains 25 references.) (MN)

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Institute for Employment Research

Melanie Kiehl, Dr. Heinz Werner

The Labour Market Situation of EU and of Third Country Nationals in the European Union

- **Economic challenges**
- **Labour market developments**
- **The role of labour market policy**
- **Policy's effects for individuals and the labour market**
- **Lessons for the future**

1998

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Regensburger Strasse 104, 90327 Nürnberg/Germany
Telephone: +49-911-179-0
Telefax: +49-911-179-3258
E-Mail: iab.ba@t-online.de

Coordinators:
IAB Topics Working Group: Lutz Bellmann, Werner Dostal, Knut Emmerich, Barbara Koller, Gerhard Kühlewind, Gerd Peters, Hannelore Plicht, Thomas Rhein, Alexandros Tassinopoulos, Ulrich Walwei, Heinz Werner

Translator and editor:
Elke Limberger-Katsumi, c/o Institut für Arbeitsmarkt- und Berufsforschung der Bundesanstalt für Arbeit (IAB), Regensburger Strasse 104, 90327 Nürnberg

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Melanie Kiehl/Heinz Werner[1]

The Labour Market Situation of EU and of Third Country Nationals in the European Union

0 Abstract

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[1] Melanie Kiehl and Dr. Werner are researchers with the *Institut fur Arbeitsmarkt- und Berufsforschung*

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0 Abstract

In this study the authors first describe the size and structure of the non-national population and labour force in the 15 EU member states. They then attempt to determine whether nationals and non-nationals face the same labour market conditions. The most important labour market situation indicators are rates of unemployment, employment and self-employment. Since individuals' employment status affects their social status, successfully integrating non-nationals into the labour market plays a major role in their integration into the host society.

In 1995 the non-national labour force in the European Union totalled about 7.8 million; almost 3 million were citizens of EU member states. The latter have the same legal standing as the national labour force. In all of the EU member states together, there are less than two percent of workers from other member states.

The study found a striking difference in the situation of nationals and non-nationals regarding unemployment, employment and self-employment. The non-nationals' unemployment rates generally exceeded those of the nationals; in many member states the unemployment rates of EU-nationals fell between those for nationals and those for third-country non-nationals.

The employment rates of non-nationals were also different from those of the nationals. Employment rates of female third-country non-nationals were particularly low. This, taken together with the disproportionate unemployment of female third country non-nationals, indicates a particularly difficult labour market situation.

In some countries EU nationals were more inclined to risk self-employment than nationals or third-country non-nationals. It may generally be said that the gap between rates of self-employment of nationals and non-nationals has narrowed.

1. Introduction

1.1 Labour force migration trends and European integration

A common market allows the free movement of goods, services, capital and labour. Since this is the aim of European integration, the European Commission set out to dismantle regulatory measures that were impeding free movement and distorting competition. Freedom of movement of labour, i.e. the possibility for a citizen of one EU member state to seek and take up employment in another member state under the same conditions as nationals of that state, is one of the fundamental achievements of European integration. Members of the labour force and their families from the six original member states (B, D, F, I, NL, L) have enjoyed freedom of movement since 1968, the same benefit was extended to the UK, Ireland and Denmark after enlargement in 1973, Greece in 1987, and then, following a transitional period, to Portugal and Spain in 1993. Following further enlargement in 1995, with the accession of Austria, Sweden and Finland, full freedom of movement was immediately granted to these countries. All rights of freedom of

movement apply equally to employees and the self-employed. Freedom of establishment gives other EU citizens the same rights as nationals in respect of access, residence and establishing a business as a self-employed person in another EU member state. As a result of the development of the single market, freedom of movement was also extended to persons not in employment, such as students and pensioners, and regulations were drawn up on mutual recognition of professional qualifications.

Providing for recognition of educational qualifications represents a particularly difficult undertaking. However, the explicit goal of a single European market must be to eliminate obstacles to mobility. The elimination of barriers of this kind does not necessarily mean harmonising national systems of education and training. However, it does require recognition and transparency of diplomas and other documentary evidence of training and qualifications. Three approaches have been adopted in this respect:

(1) The traditional approach involves recognition of minimum training standards in specific occupations, but it necessitates a great deal of co-ordination and takes a considerable amount of time. The more differences there are among national training programmes, the more difficult it is to lay down common standards. Following lengthy negotiations, minimum standards have been agreed for occupations in the health sector, for architects, and for certain other professions. Provided the standards are met, educational qualifications must be recognised in all EU member states and persons with such qualifications must be permitted to pursue their professional activities.

(2) Because of the high cost and effort involved and the slow progress in successfully establishing educational standards, it was decided that the way to go was to establish a general recognition of educational qualifications. As part of the single market programme, in 1991 a general recognition provision was introduced for diplomas from establishments of higher education involving a period of at least three years' study at an establishment of higher education or specialised establishment of higher education. Only in the case of major differences in education or training in the country of origin and the host country can additional conditions be imposed, such as either additional periods of professional experience, adaptation courses or entrance examinations. The relevant directive also presupposes that the occupation is subject to regulation in the host country, i.e. that it requires the possession of an educational qualification, or that the title associated with exercise of the professional activity is specifically protected.

Since 1992, courses of education immediately below the higher-education level have been regulated by an additional directive on the recognition of occupational qualifications. This directive covers training courses that require a school-leaving qualification (e.g. 'A' level, *Abitur*, *baccalaureate*) and one to two years of special training, and also other educational qualifications acquired after at least 13 years of education and comparable with the above-mentioned short courses of study.

(3) At an intermediate level, i.e. skilled blue- and white-collar workers, the Commission has pursued a strategy of equivalence procedures which is mainly intended to provide for information on and transparency of vocational training courses in EU member states. This strategy attempts to match training courses offered in the various member states with descriptions of typical occupational activities. The results are summarised on infor-

mation sheets. This makes the relevant vocational training courses transparent for job applicants, employment advisers and employers. It also enables the applicant to assert his formal claim to the same right of access to posts throughout the EU. Although non-nationals and nationals in theory enjoy equal access to the labour market, they do not of course by any means enjoy a right to employment - they simply may compete for work on an equal footing.

In order to ensure that migrant workers' mobility would not be hindered by obligations imposed by the social security system, rules governing the settlement and transfer of benefit claims under national social security systems in the EU were adopted. Incidentally, it is only possible to impose restrictions on an EU national's right to access and residence in another EU member state if there is a potential risk to public policy, security or health. Mention should also be made of the fact that employment in the public service may be excluded from the rule on freedom of movement (Article 48, EEC Treaty). However, the European Court of Justice has restricted this provision, in so far as it may apply only to activities that are necessarily associated with the exercise of powers of jurisdiction. Thus, in Germany for example, teachers at schools providing an all-round education are no longer subject to the provision excluding employment in the public service.

Since the end of the 1980s, the European Commission has launched a series of education and mobility programmes designed to promote mobility within a common market. SOCRATES (including ERASMUS and LINGUA) and LEONARDO (including COMETT, PETRA, LINQUA and FORCE) are intended to promote future mobility through international student and teacher exchanges and, to a lesser extent, through exchanges of young professionals and trainees. Various programmes to promote co-operation in technology and research, such as ESPRIT and EUREKA, are also expected to encourage mobility.

The EURES network (EURopean Employment Services), launched in 1994, is of particular importance. It includes the public employment services of member states of the European Economic Area (EEA) and stakeholders at regional, national and international levels. As part of this network, around 450 European consultants are available to provide employees who wish to move to another member state with information on employment opportunities. This network of consultants has access to two data bases: one with job offers geared to the EU and a second containing general information on living and working conditions in EEA countries.

1.2 The questions addressed in this study

In the context of the freedom of movement and European integration described above, it is important to know whether differences arise on the labour market between EU citizens and third country nationals and, if so, what they are. The following questions are important.

1) What trends have evolved in migration between EU member states and immigration from third countries? Are there differences over time in the numbers and structure of migration within and between EU member states?

2) What is the position of other EU citizens on the labour market in comparison with nationals of the country concerned and third country nationals? What differences arise in respect of unemployment, participation in employment, or the exercise of self-employed activities? Factors such as these can provide indications of integration into the labour market.

These questions will be examined in this document. Reference will be made in particular to the European Union Labour Force Survey (LFS), a survey of sample households, which has been carried out in all Member States since 1983. It is a unique source of statistical information on labour market issues, since it has now been available for a lengthy period. It is based on a foundation which is the same for all countries, and thus comparable. To the best of the authors' knowledge, this is the first time that the LFS has been evaluated systematically and in detail in respect of the above questions. EUROSTAT made the data available to the authors for the purposes of this study.

2. Non-nationals in EU Member States

2.1 Non-national population

People leave their country of birth either for a short period, or for ever, for many reasons and often against their will. The history of Europe is also characterised by migrations based on a variety of motives and a variety of geographical focal points. This is instantly apparent if one looks at the comparatively short period of time since 1945, during which, for example, war refugees, Europeans and non-Europeans seeking work and later, their families, have emigrated. In the case of those migrating in search of work, migrants initially moved from south to north, in recent years, since the fall of the Iron Curtain, east-west migration has increased in significance. Migration changes population structures in both the country of origin and the host country, and also has a sustained effect on their social and economic development. Countries of immigration therefore have various regulations designed to limit the number of immigrants and/or the length of their stay. These may be based on various considerations, such as the reason for immigration or the nationality of the immigrant. For example, "privileged relations" (Fassmann/Munz 1994, p. 12) exist between certain countries, usually by virtue of the colonial past of the countries of immigration and making immigration considerably easier for persons of the relevant nationality. In the case of persons migrating in order to obtain work, however, the crucial factor is whether the domestic labour market needs foreign workers, as was the case in the countries of north-western Europe during the 1950s and up until the mid-1970s. Yet, quite apart from how attractive the country is to migrants in economic terms, the size of the non-national population is influenced not only by immigration laws, but also by the regulations on naturalisation. In countries that make it easier for non-nationals in general or particular groups of non-nationals to acquire the nationality of the host country, where the conditions are otherwise the same, there are in fact fewer non-nationals than in countries with stricter naturalisation laws.

Regulations affecting non-nationals in EU member states also vary widely, although in this context non-nationals who are EU-citizens living in another member state enjoy a

special position owing to the right to freedom of movement. As already mentioned earlier, one of the most important goals pursued by the European Union since it was established has been to remove legal and other institutional restrictions on the mobility of labour. Nevertheless, migration within the EU has remained relatively limited. The mass emigration that was feared (for example from Italy, following the introduction of freedom of movement in 1968) has not taken place (cf. Werner 1996, p. 161). Since EU citizens living in another EU member state have largely the same rights as nationals of the country concerned, naturalisation is likely to play a smaller part in their case.

We shall describe below the size and structure of the non-national population in individual EU member states on the basis of the results of the most recent LFS available (1995), together with the trend since 1983. This is possible, since the LFS identifies the nationality of those surveyed. In view of the various naturalisation laws and the fact that some of the non-nationals were born and have grown up in the host country, however, certain difficulties obviously arise in distinguishing between nationals and non-nationals on the basis of nationality alone. Moreover, neither the national nor the non-national population constitutes a homogeneous group. For example, non-nationals may differ from one another and from the national population in terms of nationality, cultural background, education under a different education system, duration of residence in the host country, reason for migration and language knowledge. A formal approach - distinguishing between EU citizens living in another EU member state and third country nationals - has been adopted here for the purpose of grouping non-nationals surveyed for our study. This makes it considerably easier to compare the 15 EU member states, since in each country survey subjects with the same nationalities are investigated jointly. This breakdown is also meaningful in that EU citizens enjoy freedom of movement in the EU and are in principle legally equivalent to nationals on the national labour markets. Inevitably, this formal grouping of EU and third country non-nationals means that, for some countries, non-nationals with a comparable social background are assigned to different groups (EU or third country). It can be assumed, for example, that the working and living situations of "guest workers" from countries that were earlier applying to join the EU are alike in many respects, and that they face similar problems on the labour market. This group of non-nationals is not treated as a single unit here, however, since "guest workers" from former Yugoslavia or Turkey, for example, are not of course defined as EU non-nationals in the same way as workers from Italy and Spain.

Table 2.1 (absolute figures) and Table 2.2 (percentage figures) provide a general picture of the population (cf. also Figure 2.1).[2] The first striking feature is that in 1995, half the countries had a very small proportion of non-nationals, at under 3%, and in some cases under 1%. This applies to the Nordic countries (Finland and Denmark), and to Ireland and all the southern countries (E, GR, I, P) that were traditional countries of emigration.

[2] In the rest of this study, non-nationals are divided into EU member state citizens and third country non-nationals. The following applies to immigrants from countries that acceded to the EU only after 1983: Spanish and Portuguese nationals are counted as EU member state non-nationals from 1986 onwards, and Austrian, Finnish and Swedish nationals from 1995 onwards. In the case of Germany, all findings up to 1990 apply exclusively to West Germany, while findings from 1991 onwards apply to the whole of Germany. In the case of Italy, the nationality of those surveyed has been recorded only from 1992 onwards, so that trends over time can be shown only from that point onwards. Persons who have not cited their nationality are not included (approx. 12% of those surveyed).

However, since then, the southern European countries have also become countries of immigration, mainly for migrants from countries in the process of development (cf. Santel 1995, pp. 82 ff.).[3] The largest percentages of non-nationals are found in Austria, Belgium, Germany and Luxembourg. Luxembourg is also the only EU member state whose population of nationals -only two-thirds - constitutes less than 90% of the population as a whole. Germany has both the largest population and the highest absolute number of non-nationals, followed by France and the United Kingdom. There are clear differences between the EU member states in respect of the nationality of non-nationals, as a result of historically determined relationships with other countries and/or geographical proximity (cf. Table 2.3). For example, in former colonial powers a large proportion of non-nationals originate from former colonies (e.g. in France and the UK). Table 2.4 shows the figures for the non-national population in 1995 by EU host countries and countries of origin, and Table 2.5 shows the change between 1987 and 1995. Only in Belgium, Portugal, Ireland and Luxembourg do citizens of other EU member states account for over half of non-nationals overall. With the exception of Belgium, these are countries where the absolute number of non-nationals is very low.

A look at the trends in the proportion of non-nationals in the total population of EU member states shows that this remains amazingly consistent (cf. Tables 2.6 and 2.7). There has been a slight increase in the proportion of non-nationals in Germany, Denmark and the Netherlands, and only in Luxembourg is a significant increase apparent: from 26% in 1983 to 33% in 1995. For the EU as a whole, however, a slight decrease in the proportion of non-nationals is apparent; this is also applicable to France (from 7.5% in 1983 to 6% in 1995). However, the percentage of citizens from EU member states in the total non-national population has been declining steadily in the EU since 1986, the year in which Spain and Portugal acceded to the EU (from 37% in 1986 to 32% in 1995); this is reflected in the figures for only some of the individual member states (D, E, F, GR, NL).[4]

In some EU member states there are more female than male non-nationals, and in all of them the proportion of women in the non-national population amounts to at least 45% (cf. Table 2.2). However, in comparison with the proportion of women in the national population of most EU member states, this proportion is considerably smaller, especially in countries with a high proportion of non-nationals (such as A, B, D). In the majority of the countries investigated, the gender structure among non-nationals from EU member states and non-member states is similar, and the proportion of women among non-nationals has remained relatively constant over time.

[3] EU member states are also affected to varying extents by illegal immigration. Stricter border controls and more frequent checks of residence permits and work permits are designed to combat this. Various countries are also attempting, at intervals, to legalise retrospectively the residence of illegal immigrants under certain conditions (cf. SOPEMI 1997, pp. 56 ff.).

[4] Table 2.4 shows an increase of 13 percentage points in the proportion of EU citizens among all non-nationals throughout the EU between 1985 and 1986. This can be put down to the accession of Portugal and Spain to the EU. The accession of Austria, Finland and Sweden in 1995 affected this proportion: it increased by 10 percentage points in Denmark and 3 in Germany, although in the remaining member states it increased only by less than 2 percentage points.

It can be assumed that many non-nationals have already been living in their host countries for many years, and that they have descendants. Birth rates among non-nationals still resemble those of their country of origin, at least in the first generation, i.e. they are still relatively high in comparison with the low rates of the European host countries. Another factor is that it is the young in particular, often men, who seek employment in another country. This suggests that the proportion of young people (24 or younger) among non-nationals is higher than in the national population. This is true of most countries (cf. Table 2.2). In some countries the difference is huge - in Germany, for example, it amounts to 14 percentage points. As a rule, in countries where the difference is small, the percentage of EU citizens in their non-national population is high (E, F, IRL, I, S, UK). There is also a major difference between EU member state non-nationals and third country non-nationals in respect of the age structure. In the case of EU member state non-nationals, the proportion of young people is lower in all the countries investigated than is the case for third country non-nationals; frequently it is actually lower than the corresponding figure for nationals (e.g. A, B, F, UK). The proportion of young non-nationals has declined over the period investigated (from 41% in 1983 to 37% in 1995), especially in the case of EU member state citizens (from 32% in 1983 to 23% in 1995).

A large proportion of non-nationals have already been living in the relevant survey country for over ten years or since birth (cf. Table 2.8 and Figure 2.2). In many countries, this group accounts for over half the migrants, and in all countries, except Italy and Greece, this applies to at least 40% of non-nationals. In southern European countries (I, GR, E) and in Ireland, which have recently become countries of immigration, as well as in the Netherlands and Austria, the proportion of non-nationals who have been resident in the relevant country for only five years or less is comparatively high. As a rule, the number of EU member state non-nationals who have already been living in the host country for a very long time is even higher than is the case for non-nationals in general.

2.2 Non-nationals in the labour force (working and unemployed)

The differences with regard to employment and unemployment between nationals and non-nationals will be discussed in the next section. First let us look at differences between the gender and age structures of non-nationals in the labour force and those of the non-national population as a whole (cf. Tables 2.9 and 2.10), and trends in the labour force figures (Tables 2.11 and 2.12) (cf. also Figure 2.3).

The proportion of non-nationals in the labour force corresponds roughly to the proportion of non-nationals in the population. During the period investigated, the percentage of non-nationals in the labour force in the EU as a whole decreased from 5.9% to 4.7%, although there has been a slight increase in some individual countries, e.g. from 8.2% to 9% in Germany (cf. Tables 2.11 and 2.12).[5] Considerable differences are revealed, however, if one compares the proportion of EU citizens in the non-national labour force and in the non-national population. In most member states, there is a significantly larger proportion of EU citizens in the non-national labour force than in the non-national popula-

[5] Only in Luxembourg are significant differences apparent. For example, non-nationals make up 33% of the population, but almost 40% of the labour force, and the proportion of the non-national labour force in the labour force as a whole increased from 30% in 1983 to 39% in 1995.

tion. In the Netherlands, for example, EU citizens account for 44% of the non-national labour force, this is around 15% higher than the proportion of EU citizens in the non-national population. In France the difference amounts to 6 percentage points. This is partly due to the fact that, as mentioned above, there are more children and young people among third country non-nationals who are not part of the labour force. This finding may also be influenced by differing levels of female employment and also by the fact that certain groups of non-nationals may or may not actually be permitted to take up employment (e.g. applicants for asylum).

Table 2.13 shows the figures for non-nationals in the labour force by host country and country of origin. There were extensive labour force migrations within Europe between the 1960s and early 1970s, when the countries of north-western Europe were recruiting workers from southern European countries. This factor, together with the influx of the families that followed, is still reflected in the national origin of the labour force in the EU member states today. In Germany and France, for example, southern Europeans make up a large proportion of the EU labour force (cf. Tables 2.13 and 2.14). The numbers of workers from Spain, Greece, Italy and Portugal working in other EU member states markedly exceed the numbers of Europeans working in southern Europe (cf. Table 2.15). However, since 1986 there has been a steady decrease in the numbers of EU member state citizens in relation to all non-national labour force members in the EU (from 42% in 1986 to 37% in 1995), and this is particularly pronounced in Germany, France, Spain and Greece.[6]

The proportion of women in the labour force does not correspond to their proportion in the population (cf. Table 2.10). This applies to both female nationals and female non-nationals. If one relates the proportion of women in the labour force to the proportion of women of the same age in the population, the value obtained is less than one. Thus, the proportion of women in the labour force is smaller than their proportion in the population. In this respect, in terms of the EU average, the situation is similar for nationals and women from other EU member states: the value is 0.8 (cf. Table 2.16). In the case of women from third countries, the proportion is somewhat smaller (value: 0.75). Values for individual member states differ widely. Nevertheless, it can be said of the majority of EU member states that it is the proportion of women from third countries in the labour force that deviates most markedly from their proportion in the population; this may be due to traditional concepts of the division of labour between the sexes, work permit provisions, and discrimination on the labour market. However, the percentage of women in the non-national labour force increased in the EU between 1983 and 1995, unlike the percentage of women in the population. This is particularly true of major host countries such as France, the United Kingdom and the Netherlands, as well as of Greece and Ireland.

In many EU member states, there are more young (aged 15-24) non-nationals in the labour force than young nationals: this is due mainly to the large numbers of young work-

[6] The enlargement of the EU with the accession of Austria, Finland and Sweden in 1995 increased the proportion of EU citizens living in another member state in the labour force compared to all non-national labour force. In Denmark this proportion has increased by 13 percentage points, in Germany by 4, and in the Netherlands and the UK by 2 percentage points. In the other member states, however, the increase has remained below one percentage point.

ers from third countries (cf. Table 2.10). The situation is different in the case of EU citizens living in another member state: with the exception of Portugal, there are fewer 15-24 year old EU citizens living and working in another member state than third country nationals of the same age, and in most countries there are also fewer nationals. A look at the trend over time shows that since 1986, there has been a steady decline in the percentage of young nationals in the labour force in the EU (from 20% in 1986 to 14% in 1995) as well as of citizens from other EU member states (from 15% in 1986 to 11% in 1995). In contrast, this percentage has remained relatively stable among non-nationals from third countries, although there are differences between individual countries. This might be explained by different naturalisation strategies. The paragraphs that follow discuss the possible effects of naturalisation.

Appendix: Naturalisation of non-nationals

Naturalisation procedures and statistics are determined by a country's legislation on naturalisation. National legislation also affects the level and structure of the resident non-national population, and hence also research findings relating to non-nationals. Since the legislation is not uniform in the EU, we shall use examples to demonstrate the extent to which naturalisation occurs and whether there are differences between naturalised persons and non-nationals in the EU member states in respect of their position on the labour market. Although the LFS does not show naturalisations, since 1992 survey subjects have been asked to identify their country of birth. It is approximately true to say that persons can be regarded as being "naturalised" if they were born outside the country surveyed but are now nationals of that country. Here, a lack of clarity arises in two respects: on the one hand, this excludes *non-nationals born in the country*, who have become naturalised. On the other hand, *nationals born outside the country* are included in the figure for those naturalised. The group comprising nationals born outside the country could, for example, consist of young people and young adults in former countries of emigration in the south, whose parents were resident in other European countries as guest workers. Section 3 includes analyses of the "foreign-born nationals" category. First, some comments on naturalisation strategies in the EU.

The various national provisions on naturalisation determine whether and how non-nationals may acquire the nationality of the country of immigration. In the case of the second generation, the nationality that non-national children acquire at birth also plays a role. In the latter case, two principles can be applied: the assignment of nationality is based either on the place of birth (*ius soli*) or on the nationality of the parents (*ius sanguinis*). The place of birth is the deciding factor in traditional countries of immigration such as the USA and Canada in particular, and also in Ireland, the only EU member state where this applies. In most other EU member states the country of origin of the parents is the deciding factor, even if the place of birth is taken into account in certain cases.[7] Some countries combine the two principles (B, P, UK) (cf. OECD, SOPEMI 1995, pp. 157 ff.).

[7] In France, for example, a child born of non-national parents acquires French nationality if one of the parents were also born in France. The same applies in Austria and Spain.

In the case of naturalisation of non-national immigrants, various requirements are imposed in the host countries. The most important concern a minimum age (18 to 20), length of residence and regulations on dual nationality. A comparatively short length of residence (4-5 years) is required in B, FIN, F, IRL, NL, S and UK, and the longest (ten years) in A, D, L, E and I. In half the EU member states - A, D, DK, FIN, L, E and S - the original nationality must be surrendered, which could cause problems for the first generation of migrants in particular. In addition, all countries have special regulations, for example covering marriage to a national. Legislation in this area is changing. For example, legislative reform in France in 1993 tightened up the provisions considerably, while in some cases other countries have become more liberal (B, NL). Table 2.17 provides an overview of the naturalisation figures.

Using LFS data, the proportions of nationals born outside the country may be compared with all nationals and the figures clearly vary from one EU member state to another. In the case of 20-25 year olds, this percentage is usually significantly smaller than for 25+ year olds. In the latter case, the largest percentages of "naturalised" nationals are found in the former colonial powers France and the Netherlands, and also in Germany, Luxembourg and Austria. Huge differences between countries also arise with regard to the countries of origin of "naturalised" nationals, as was already clear from the nationalities of non-nationals (cf. Table 2.18). In the Netherlands, for example, a large proportion of "naturalised" individuals originate from South America, and in France from the countries of Africa. Furthermore, in some countries, especially in DK, F and UK, differences become apparent if one distinguishes between countries of origin according to age groups. In Denmark and France, for example, more persons from non-European countries have become naturalised in the 20-25 age group than in the 25+ age group. This indicates that in the course of the history of migration, different countries keep becoming significant countries of emigration, a fact that is, of course, linked to individuals' reasons for wanting to immigrate and the options available.

It might be noted that in a comparison of the nationality of non-nationals with the country of birth of "naturalised" nationals, there is a clear correlation in only a few EU countries, such as Ireland and Portugal, for example (cf. Tables 2.3 and 2.18). Great contrasts are apparent in the case of Germany, for example. Although Turks constitute the largest group of non-nationals, the percentage of Turks among 'naturalisations" is minute. Ethnic German minorities from Eastern Europe and the former Soviet Union constitute the largest group of nationals born outside the country. This example shows how regulations on naturalisation determine the level and structure of the naturalisation of particular groups. It is only possible to explain the differences between non-nationals and "naturalised" nationals against the background of these regulations and taking into account the length of residence or the reason for immigration.

3. The labour market situation of non-nationals

3.1 Integration and the labour market situation

Integration into the society of the host country can be seen as being both a process and a state. The goal of the dynamic integration process itself is successful integration. The in-

tegration process has been successfully completed if there is no longer any difference between comparable groups of nationals and non-nationals/ethnic minorities in respect of their participation in the society of the host country. Areas important to integration are housing, education and work. For the integration process to be successful, migrants must enjoy legal security and equality under the law, including real equal treatment.

Employment and unemployment are important elements of society and in the life of every individual. Employment is usually necessary in order to provide the means to subsist, and it affects an individual's position in society. Successful integration in respect of the labour market should be reflected in employment structures which are the same for non-nationals as for nationals (e.g. as regards unemployment, earnings, employment rate). A precondition for this is equal access to occupations/work, including the creation of certain conditions that put non-national employees in a position to exercise an occupation under the same conditions as nationals.

Since integration is a dynamic process towards a desired state (equal employment structures), integration into the labour market could be measured by looking at the differences (or similarities) in employment structures between comparable non-national and national labour forces. A simple analysis would contrast and compare labour market indicators such as unemployment rates, employment and the earnings of the national and non-national labour forces.

One major problem lies in identifying a comparable group of nationals. In order to be able to evaluate the success of the integration process, comparable groups of nationals and non-nationals/ethnic minorities would have to be contrasted. If possible, the characteristics of the national contrast group must be identical with those of the group of non-nationals. The most important characteristics in respect of the labour market are age, gender, qualifications, occupation, sector of the economy and region.

A further difficulty lies in the fact that integration has a time dimension, i.e. the situation changes over time. Measuring integration using structural characteristics or codes numbers gives a snapshot of the situation at a particular time. However, this does not show the various individual integration processes that remain hidden and that may be at different stages in the integration process at the time when the measurement is taken. Differences in the time sequence and differences between generations become blurred, since the measurement obtained is only a mean value at a given point in time.

Because of this time aspect, the true degree of integration can only be determined over time with the aid of a longitudinal study. The career progress of immigrants and subsequent generations would have to be followed and compared with the national population. This would be possible, for example, by means of a retrospective survey, in which the questions would attempt to identify trends in integration in the past and up to the time of the survey.

Using indicators to measure integration is not without problems. Despite this, some indicators will be presented below. The following data give some idea of the situation as regards integration of non-national workers into the labour market and, within certain limits, enable comparisons to be drawn between countries. Unfortunately, there are not

many indicators that can be meaningful in the assessment of integration, which would stand up to empirical examination and which would be appropriate and available for the purposes of international comparison. In the case of the EU member states, the only way to conduct any kind of international comparison is to refer to the Community-wide Labour Force Survey data that is collected on a regular basis.

3.2 Unemployment

Unemployment is an important indicator of the integration of non-nationals into the labour market, since repeated or long-term unemployment involves the risk of marginalisation and may result in de-skilling. Country-specific differences in respect of the above-mentioned preconditions for integration and differences between nationals, EU citizens living in a different member state and third country non-nationals should result in differing unemployment rates. Table 3.1 shows the unemployment rates for all 15 EU member states in 1995 (cf. also Figure 3.1). The first noteworthy feature is that the unemployment rate among non-nationals is higher than that for nationals everywhere, and in some cases considerably higher. The differences are greatest in Belgium, Denmark and the Netherlands. As a rule, the unemployment rate for EU non-nationals living in a different member state lies in between that for nationals and that for non-nationals as a whole. In some member states it is close to the rate for nationals, and in some cases even below it, for example in E, F, GR and I. Table 3.2 shows the trend over time, which confirms the statements made above. It should also be mentioned that the differences between the unemployment rates have not changed over time.

The higher unemployment among **women** in general (exceptions: S, UK) is even more pronounced among female non-nationals (cf. Table 3.1 and Figure 3.2). Their unemployment rate is usually higher than the overall unemployment rate for non-nationals (exceptions: D, S, UK) and than the unemployment rate for female nationals. A notable feature in the case of Italy and Portugal is that the unemployment rates among female non-nationals are considerably higher than the corresponding overall unemployment rates for non-nationals. In these countries female non-nationals are affected by unemployment to a hugely disproportionate extent. It is also clear that the rate of unemployment among female EU non-nationals is lower than for female non-nationals as a whole. By and large, the above trends have remained steady over time (cf. Table 3.3). In some countries, however, unemployment rates among female non-nationals have become similar to the rates for female nationals. This applies in particular to EU non-nationals, in Germany and France, for example.

Youth unemployment is alarmingly high in a number of EU member states. Frequently, there are many more young non-nationals affected. (cf. Table 3.1 and Figure 3.3). Surprisingly, in some countries bordering on the Mediterranean where youth unemployment is generally high, lower rates are found among young non-nationals. We are unable to judge here the extent to which this may be due to inadequate numbers of cases. As a rule, it is apparent here also that the unemployment rate among young non-nationals from EU member states is lower than that for young non-nationals as a whole (exceptions: P, S and UK). Unemployment has remained high among young non-nationals in

general over time, and the level has been consistently higher than that of unemployment among young nationals (cf. Table 3.4).

In concluding this overview of unemployment among EU citizens and third country (i.e. non-EU) nationals, we should also point out that the groups identified as "EU" and "non-EU" are not in any way homogeneous. The individuals in the groups differ in terms of nationality or ethnic origin and also other characteristics, and this is reflected in varying rates of unemployment according to nationality. A simple breakdown into EU non-nationals and third country non-nationals provides an initial indication of the differences that can be expected. Unemployment rates are considerably higher among nationals of non-member countries. If those concerned are classified according to individual nationalities, even greater disparities between nationalities become apparent. For example, unemployment is lower among Turkish migrants in Belgium and Germany than the corresponding average unemployment of third country non-nationals, but in the United Kingdom and France, it is significantly higher than the corresponding averages. Differences also occur within countries in respect of the unemployment rate by nationality: in Germany, for example, the unemployment rate is lower among Spaniards than among Greeks and Italians, and unemployment is higher among Turkish non-nationals than among immigrants from the former Yugoslavia.

In general, it can be assumed that the longer the length of residence, the better the integration that is achieved: in other words, that a lengthy period of residence in the host country would result in lower unemployment. While the LFS findings[8] by and large confirm this statement in the case of some member states (A, B, F, L, NL, S, UK), contradictions arise in others.

An additional question in this context is whether the labour market situation of "naturalised" persons is more positive than that of non-nationals, particularly in respect of unemployment. The first fact established in all countries surveyed is that nationals born outside the country have a higher rate of unemployment than other nationals. In most member states, however, it is lower than the rate that applies to non-nationals as a whole (cf. Table 3.5). This can be explained by, e.g. the length of residence in the host country prior to naturalisation. D, E, GR, L and S are exceptions in terms of the comparison between the unemployment rates of "naturalised" persons and non-nationals. It must be the case that in these countries "naturalised" nationals share the same characteristics that generally work against non-nationals seeking work. In the case of Germany, this can be explained by the fact that although immigrants originating from Eastern Europe and the former Soviet Union acquire German nationality rapidly, their brief period of residence does not eliminate their difficulties on the labour market. In Greece and Spain, the labour market situation of nationals born outside the country is unusually poor, since their unemployment rates are actually higher than those from third country non-nationals.[9] This is not the case in all the other member states: the rate of unemployment among "naturalised" persons is in between that of EU and of third country non-nationals. In Belgium and Ire-

[8] Details of the length of residence are not available for Germany. In France, the question on this subject was answered by only half those surveyed.

[9] In Greece, this is due in particular to the extremely high unemployment rates among persons originating from the former USSR. More of them come under the heading of "naturalised" persons than under the heading of "non-nationals".

land, unemployment rates are actually lower among "naturalised" persons than among non-nationals from EU countries.

3.2.1 Explanation of the differences in unemployment rates:

3.2.1.1 Level of education of nationals and non-nationals

As has been demonstrated, the labour market situation of non-nationals in the EU is considerably less favourable than that of nationals. This applies in particular to persons from non-member states. It is not possible to go into detail here about the multitude of social and economic reasons for this, some of which are due to the specific characteristics of individual countries, and some of which apply to all countries. However, the LFS provides some indications of relevance to the labour market, i.e. are non-nationals subject to greater risks on the labour market than nationals because of their qualifications, their occupations or the sectors of the economy where they normally work.

A general education, vocational training and good knowledge of the language are important for the social integration of non-nationals; such skills are becoming increasingly indispensable to get a job. In recent years, simple unskilled occupations have become increasingly less important, and at the same time there has been an increase in the demands made in respect of employees' qualifications and willingness to undergo further training. Inadequate education or vocational training increases the risk of unemployment and reduces the possibility of obtaining a job of any kind. A low level of education poses problems not only for non-national immigrants, but also for the second generation. "Immigrant children tend to finish their education earlier, to obtain lower qualifications in final examinations, and to drop out from education more frequently" (Salt 1994, p. 28). Problems at school are apparent to differing extents among different nationalities; in the Netherlands and Germany, for example, Turkish children and young people are particularly subject to such problems (cf. UN 1994, pp. 56 ff.). Having parents in a comparatively poor socio-economic position or particular traditions and values, family size, language problems, etc., can all have a negative effect on performance at school. At the same time, there may also be some nationalities whose children tend to achieve better results than young nationals (e.g. children of Chinese origin in the United Kingdom).

The level of education of those surveyed is recorded in the LFS.[10] Differences between nationals and non-nationals *within* EU member states in respect of education provide indications of the varying positions on the national labour market, even if it must be assumed that first generation non-national labour force members have not usually been

[10] The level of education means the highest completed level of general or further education, or of vocational training or study.
Lower level of education: dropped out of secondary education before normal minimum school leaving age, no practical in-house vocational training.
Medium level of education: completed secondary education, or has had vocational training (in Germany: in the "dual" system).
Higher level of education: completed some higher education, a degree, or a doctorate, or completed training at a vocational training establishment in the non-university further education sector.

through the host country's education system. A comparison of levels of education as broken down into the rough categories lower/medium/higher reveals that, in the majority of countries, there is a considerably higher proportion of workers with a lower level of education among third country non-nationals than among nationals (cf. Table 3.6 and Figure 3.4). This does not, however, apply to the countries in the south of the EU (E, GR, I, P), nor to Ireland and Sweden. With regard to completion of the highest level of education, the proportions are reversed in the countries in the south of the EU and in Ireland and Sweden: more third country workers than nationals have a higher level of education. In contrast, in A, B, D, FIN, F, L and NL, fewer non-nationals from third countries than nationals are very well educated.

Differences in the level of education of in the labour force are also found when comparing nationals and EU citizens. In eight of the member states surveyed, the proportion of EU non-nationals who have a lower level of education is also higher then the proportion of nationals (B, D, FIN, F, L, NL, S, UK). They include the EU countries with the largest EU labour force in absolute terms (B, D, F, UK). In some of these countries, EU non-nationals also have a higher level of education comparatively less frequently than nationals (B, D, FIN, F, UK). In other EU member states, however, the opposite is true: more EU non-nationals in the labour force have a higher level of education than nationals or third country non-nationals (A, DK, E, IRL, I, NL, P).

If the levels of education of EU and of third country non-nationals in the labour force are compared, it also becomes clear that the percentage of those with a lower level of education is usually considerably higher among third country non-nationals. Exceptions to this are France and the UK, where these percentages are approximately the same for EU and for third country non-nationals, and Ireland, Portugal and Sweden, where EU non-nationals more frequently have had a lower level of education than third country non-nationals. Thus it can be established that the level of education of nationals and of citizens of EU countries tends to be higher than that of third country non-nationals, but that differences arise in some individual countries. In southern Europe and Ireland, non-nationals in general tend to have a higher level of education than nationals. And in some EU countries, such as Belgium, Germany, France and the UK, the level of education of non-nationals *in general* is lower than that of nationals. This is usually also true of young people and young adults.

The question arises as to whether a lower level of education is associated with higher unemployment. Table 3.7 shows unemployment rates by highest level of general education completed. In the EU member states, usually the unemployment rate of nationals falls steadily as the level of education rises. Without exception, nationals who have a degree are least affected by unemployment. The same is true of EU non-nationals, but the unemployment rates are usually higher, although they are sometimes a little lower than among comparable groups of nationals. As one would expect, with the exception of Spain, Finland, Ireland and Italy, unemployment rates are higher almost everywhere among third country non-nationals at every level of education than the comparable rates for nationals and EU non-nationals. Moreover, in the case of third country non-nationals, even persons with the highest level of education have higher or only slightly lower unemployment rates than persons in the other categories with lower levels of education (e.g. Germany, France). Furthermore, only in a few countries (Austria, Belgium, UK) is a

steady decrease in unemployment rates apparent in line with an increasing level of education.

3.2.1.2 Previous employment of the unemployed: Occupations and sectors of the economy

The level of education is also reflected in the occupational structure and the sectors of the economy in which nationals and non-nationals are most frequently employed. Huge differences are apparent in this connection in respect of those in employment (cf. section 3.2). These differences are also apparent in most cases in respect of the unemployed whose last period of employment was not more than three years ago.[11] The value of the findings may be limited because of the high "no answer" rate, but it is still noteworthy that in most countries the proportion of workers in unskilled occupations is considerably higher among unemployed non-nationals than among unemployed nationals (A, B, D, DK, I, L, UK) (cf. Table 3.8). This applies in particular to third country non-nationals, and also, in the case of A, D, DK and UK, to EU member state non-nationals. However, quite a number of currently unemployed non-nationals previously worked as managers and professionals in Spain (especially EU non-nationals), Ireland and the United Kingdom (especially third country non-nationals). Differences also occur in respect of the sectors of the economy in which unemployed persons were last employed (cf. Table 3.9). In most of the countries for which data is available, more non-nationals were previously employed in industry (in particular third country non-nationals) than nationals. This not the case in Spain and Ireland, nor among EU non-nationals in Greece, Luxembourg and the Netherlands only. Comparatively similar structures are found among nationals and non-nationals in the United Kingdom in respect of the sectors of the economy in which the unemployed were last employed.

To summarise, it can be stated that to some extent the higher unemployment rate found among non-nationals can be explained by the comparatively lower level of education and the associated occupational structure. In the past few years, there has been a decline in the number of posts available to poorly qualified workers, while there has been an increase in posts in sectors involving more highly qualified employees in particular. However, there has also been an increase in the number of posts available for poorly qualified workers in high-growth areas of the service sector (e.g. in hotels and restaurants) (cf. European Commission 1996, p. 115). In most countries, non-nationals and, in particular, third country non-nationals, have a lower level of education on average than nationals - this has a negative effect on their position in the labour market. In addition, many non-nationals who were unemployed in 1995 had previously worked in unskilled occupations. It is also clear that even non-nationals with educational qualifications have a higher rate of unemployment than comparable nationals. This shows that other factors, not taken into account here, are also to some extent responsible for the poorer labour market

[11] The unemployed and those not in employment were asked to give their occupation and sector of the economy where they last worked, provided that this was not more than eight years ago. In some countries, however, this data was not collected (FIN, F, NL, S), and the "no answer" rate is also very high. In some cases the question about the last occupation practised is answered by less than 60% of unemployed non-nationals; this is especially true of third country non-nationals.

situation of non-nationals (discrimination, among other things).[12] It should be stressed that there can be considerable differences between the situation of EU non-nationals and that of third country non-nationals. As a rule, EU citizens have a better position in the labour market.

3.3 Participation in employment

Like unemployment rates, employment rates also provide an opportunity to identify differences in the position of nationals and non-nationals in the labour market. The employment rate represents persons in employment as a percentage of the reference population. It differs from the *activity rate* (the activity rate represents the labour force [persons in employment and unemployed persons] as a percentage of the reference population) in that it expresses active participation in employment. In contrast, the activity rate also includes unemployment as an element of "active" participation in events on the labour market.[13] In the authors' opinion, the employment rate is suitable for assessing the labour market position, since employment makes it possible for individuals to support themselves by their own efforts and fundamentally determines their position in society. Furthermore, participation/non-participation in employment is not simply based on a decision by the individual, but is also greatly determined by labour market barriers and the labour market situation - e.g. by the level of unemployment.

Overall, employment rates in the EU member states range from 37% in Spain to almost two-thirds in Sweden (cf. Table 3.10 and Figure 3.5). In this connection, there are considerable differences between nationals and non-nationals across member states. In most cases, employment rates are higher for nationals than for non-nationals as a whole (B, DK, FIN, F, IRL, NL, P, S, UK). However, in some of these countries - Denmark, France and the Netherlands - the employment rate of EU non-nationals significantly exceeds that of nationals. In Austria, Spain, Greece, Italy and Luxembourg on the other hand, the employment rate of non-nationals overall is considerably higher than that of nationals, while in Germany it is only slightly higher. As has already been established, the unemployment rate among EU non-nationals is usually lower than that of third country non-nationals. This is reflected in the inverse rate for percentages in employment. These percentages are lower for EU non-nationals only in Austria, Spain, Greece and Portugal, and in all other cases they are considerably higher. In Germany and France, for example, the difference between EU non-nationals and third country non-nationals amounts to approximately 10 percent.

3.3.1 Employment rates of women and young people

The authors believe particular attention should be paid to the employment rate of female non-nationals in assessing integration: in the initial phases of the migration process that is

[12] With regard to the part played by discrimination in the recruitment of non-nationals or ethnic minorities, see the studies of individual countries by the International Labour Office in its "International Migration Papers" series, Geneva.

[13] In the case of unemployment, the search for a job counts as "active".

often typical of Europe, those who migrate are mainly male.[14] They are seeking work where they can earn more than in their country of origin. Hence the activity rate of male non-nationals is high. As an indicator of integration into the labour market, it would not be very meaningful, since employment was the reason why they came. The situation is different in the case of the wives of non-nationals, who often follow their partners. Employment was not originally the sole reason for these women to immigrate.

It is harder for female non-nationals to find employment than it is for female nationals or male non-nationals. Their unemployment rate is usually higher than the overall rate for non-nationals and considerably higher than the unemployment rate among female nationals. While male employees usually make contacts via their work environment, which facilitates socialisation in the host country, this is difficult for female non-nationals. Moreover, access to the labour market is often made difficult for them by inadequate knowledge of the language and lack of qualifications. These factors represent an obstacle to integration. In addition, it can be assumed that female non-nationals will be found to an even greater extent than male non-nationals in less attractive, poorly paid jobs, which are also insecure (dependent on economic factors, fixed-term, likely to be terminated at any time, etc.).

The specific labour market problems of female non-nationals lead to differing employment rates when compared with female nationals. The activity rates of female non-nationals and nationals should converge over the course of time, which would represent progress towards integration.[15] Thus the difference between the two activity rates can be regarded as an indicator of integration or non-integration into the labour market. This is discussed below.

With the exception of Sweden, the employment rates of women are considerably lower than those of men in all the EU countries, regardless of nationality. This results both from the fact that unemployment is usually higher among women and from the fact that to a great extent women assume family responsibilities and abstain from paid employment. Although this basically applies to female nationals as well as to female non-nationals, in two-thirds of all member states the employment rate is higher for female nationals than for female non-nationals in general (B, D, DK, FIN, F, IRL, NL, P, S, UK) (cf. Table 3.10, and Figures 3.6-3.18 for individual member states). Apart from Germany, these are all EU member states in which a difference was already apparent between nationals and non-nationals in respect of the overall employment rate. In most cases, however, the differences in the employment rates of female nationals and female non-nationals amount to over 10 percentage points (B, DK, F, NL, P, S). Admittedly, in a few EU member states female non-nationals have a higher employment rate (A, E, GR,

[14] W.R. Böhning describes the four phases of the migration process: at the start of an immigration process, younger unmarried males arrive seeking work. During the next stage, it is still mainly men who come, but this time they are married men. In the third phase, the spouse and children follow. Now that the family is there, and as the length of the stay in the host country increases, people are increasingly prepared to stay in that country for ever. Multicultural networks come into being: non-nationals open shops for their fellow countrymen and set up companies, places are established for them to practise their religion, and so on (cf. Böhning 1984, pp. 81 ff.).

[15] This is the argument put forward in, for example, Marchand 1991, p. 36, and Haut Conseil à l'Intégration 1991, pp. 41 f.

I, L). With the exception of Austria, however, these are countries in which the level of employment among female nationals is very low. In 1995, the employment rate of female nationals was below a third in Spain, Greece, Italy and Luxembourg. Except in A, E, FIN, P and S, the level of employment among female non-nationals from EU member states is higher than that for female non-nationals as a whole.

Trends similar to those described above are also apparent in respect of the participation in employment of young people under 24 (cf. Table 3.10 and Figure 3.19). As a rule, the employment rates of young nationals are higher than those of non-nationals in general (exceptions: E, FIN, GR and L). In most member states, young EU non-nationals also participate in employment relatively more frequently than young third country non-nationals (exceptions: A, FIN and GR).

Employment rates in individual member states have remained relatively consistent over time (cf. Table 3.11). Employment rates among women have increased in some EU member states, such as B, D, IRL, P and, in particular, in the Netherlands, where there has been an enormous increase in jobs, especially part-time jobs, in the past few years. However, this applies to female nationals in particular, and is apparent in respect of female non-nationals in only a few member states, often exclusively in respect of EU non-nationals (e.g. IRL, F) (cf. Table 3.12). In the case of young people and young adults, however, there has been a decline in employment rates among nationals in the EU, whereas the rates among non-nationals have remained comparatively stable over time (cf. Table 3.13).

In all member states the employment rates of "naturalised" women are lower than those of female nationals, except in the case of Spain and Ireland, countries with a tradition of very low female employment (cf. Table 3.14). In comparison with female non-nationals, however, it is apparent that in most member states, the employment rates of female non-nationals as a whole, and especially of third country non-national females, are considerably lower than those of "naturalised" persons. As was already seen with unemployment rates, this comparatively positive labour market position of "naturalised" persons is not found in D, E, GR, L or Austria.

3.3.2 Employment by occupation and sector of the economy

Differences between nationals and non-nationals are found not only in levels of employment, but also in occupational structure. In the case of non-national workers, the occupational structure is closely associated with their level of education, and is one reason for their weaker position on the labour market. It should be noted that in and of itself, an occupation provides only limited information about an individual's position in an occupational hierarchy. Specific cases such as "professional", "manager" or "unskilled worker" are exceptions to this. There are pronounced variations in the distribution of occupations according to nationality and EU member state (cf. Table 3.15). However, a feature common to most countries is that many migrants from non-member states work in unskilled occupations - over 20% in all member states except F, P, IRL and UK - while in some member states the figure may exceed 30% (A, E, GR, I). The corresponding percentages for nationals and EU non-nationals are significantly lower. However, highly qualified workers from non-member states are also found in the professions and in man-

agement posts. They account for the majority of employees from non-member states in Portugal, Ireland and the United Kingdom. A large number are also employed in office or service occupations.[16] On the other hand, in the remaining EU member states, the largest numbers of third country non-nationals work mainly in unskilled or in trade occupations, or as assemblers, or in service occupations. The pattern of occupations of EU non-nationals varies from member state to member state: in Germany and France they also work primarily in unskilled or trade occupations, and as assemblers, while in A, E, GR, I, NL, IRL and UK, they mostly work as managers, professionals, technicians and in the service sector.

Differences also occur in respect of sectors of employment. There has been a fundamental increase in employment in the service sector across Europe. In contrast, there has been a decrease in jobs in agriculture and industry. Between 1980 and 1993, the number of employees in these sectors fell by some 13 million throughout the EU (cf. European Commission 1996, p. 103). A look at the distribution of those in employment by the three sectors of the economy and by nationality shows that, between 1986 and 1995, the percentage of nationals employed in the service sector in all EU countries increased, as did the percentage of non-nationals in most member states (cf. Table 3.16).[17] Over this period, in Belgium, Denmark, France and the Netherlands the percentage was considerably higher for nationals than for third country non-nationals and, with the exception of the Netherlands, was also higher for EU non-nationals. It is true that in these countries the percentages of non-nationals employed in the service sector rose faster than those of nationals, which means that the change in the employment structure of non-nationals was more pronounced. In the countries of southern Europe (in this case, E, GR and P only), and in Ireland and the UK, the opposite is true, with a higher percentage of non-nationals working in the tertiary sector in 1986-95. The greatest differences between nationals and non-nationals are found in manufacturing, construction, and hotels and restaurants (cf. Table 3.17). In these areas, in many EU countries a higher percentage of third country non-nationals than nationals is employed and, in some cases, also more EU non-nationals than nationals. In Germany, for example, over a third of non-nationals work in manufacturing, but only just under a quarter of nationals. In the countries of southern Europe, quite a high proportion of non-nationals are also employed in private households, around 20% in Spain and Greece, for example.

Thus it is clear not only that the labour market position of non-nationals is less favourable as regards unemployment, but also that in many EU countries their employment rates are lower than those of nationals. This applies to women in particular. As a rule, the employment rate is higher among EU non-nationals than among third country non-nationals, and in some cases their employment rate is actually higher than that of nationals. Many non-nationals work in unskilled occupations, i.e. in jobs all too easily lost in the event of restructuring. Individual member states are characterised by particular features, however. In certain countries, a large proportion of non-national individuals are

[16] According to the International Standard Classification of Occupations, service workers include personal and protective services workers (e.g. nurses, etc.), protective services workers, salespersons, and models (cf. EUROSTAT 1993, p. 35).

[17] However, this does not necessarily mean that employment figures in the service sector have actually increased for all groups of nationalities. A reduction in jobs in the other two sectors, with employment remaining at the same level in the tertiary sector, also brings about this result.

well qualified and have positions that reflect this. The differences between countries reflect, among other things, the multitude of reasons for migration and the varying structures of the migrant populations. Thus, in Germany, for example, many EU non-nationals, particularly former guest workers and their families, have a relatively low level of education and are found in occupations that reflect this, while in Portugal, on the other hand, a large proportion of EU non-nationals work as managers or professionals.

3.4 Self-employment

The percentage of self-employed non-nationals in the overall employment of non-nationals may offer another indicator to the degree of integration of non-nationals/ethnic groups into the labour market. Usually, the decision to become self-employed can only be taken once an individual has researched the local market, which presupposes a certain amount of familiarity with the local environment. Setting up a self-employed business also indicates the likelihood of long-term residence in the host country. The fact that it is possible for a non-national to set up a company clearly indicates that access to this area of the host country's labour market is relatively open. Open access to the labour market usually encourages integration.

Access may be restricted for non-nationals if the practice of certain forms of self-employment is associated with the nationality of the country of residence. Access may also be limited because it is difficult for non-nationals to fulfil the conditions for admission to forms of self-employment. In Germany, for example, the master craftsman's qualifying examination [*Meisterprüfung*] must be passed before one can manage a trade business. This examination requires a recognised course of occupational training to have been completed first. Non-nationals who have not passed through the German vocational training system are unable to meet this requirement.[18]

As a consequence, the percentage of self-employed non-nationals can, with some justification, be regarded as an indicator of integration into the labour market. Some caution is called for, however: the circumstances under which self-employment is taken up and the type of company involved must also be taken into account. For example, have non-nationals been "compelled" to become self-employed because of the difficult labour market situation? What income can they achieve from it, and to what extent are these businesses capable of surviving? More information on the creation of such companies and their nature is required before these questions can be answered.

Table 3.18 shows trends in the rates of self-employment (cf. also Figure 3.20). In general terms, it can be said that in the course of a ten-year comparison, the rates for non-nationals increased between 1985 and 1995 (exceptions: GR, UK, NL), and that in many cases they are almost the same as those for nationals. The second point the table makes clear is that self-employment rates among EU non-nationals are usually higher than the average rates for non-nationals as a whole and, in some cases, is actually higher than

[18] About two-thirds of all young Germans go through this vocational training system. Training usually takes three years. It should also be pointed out that, in the context of the single European market, the master craftsman's qualifying examination is no longer a prerequisite for EU citizens to set themselves up in self-employment in a trade.

those for nationals, e.g. in Belgium, Germany, Denmark, Italy and the UK. No EU-wide pattern is visible in respect of the self-employment rates of "naturalised" persons. In some countries "naturalised" persons have the highest self-employment rate of any category (e.g. B, F, UK), while in others their self-employment rate is significantly lower than those of the other categories.

4. Summary of findings

The aim of this study was to begin by showing the size and structure of the non-national population and the non-national labour force in the 15 EU member states. On the basis of this, the authors investigated whether there are relevant differences between the labour market situation of the national and non-national labour forces. Unemployment, employment and self-employment are key indicators for the labour market position. Since in many respects the position on the labour market partly determines an individual's position in society, successful integration into the labour market plays a fundamental role in the integration of non-nationals into the host society.

Non-nationals surveyed were divided into EU non-nationals and third country non-nationals. This means that the same nationality groupings were investigated in every country. In all EU member states, under the law EU citizens are equal to nationals on the labour market. In some member states, however, this classification may mean that groups of non-nationals with a similar social background are not regarded as one unit (e.g. guest workers in countries formerly applying to accede to the EU). A further problem arises with regard to determining the size of the non-national population. Its size is influenced by legislation on naturalisation, and naturalisation rates vary from member state to member state. In order to take these differences into account to some extent, the authors have sometimes resorted to using the category "born outside the country". In addition, the data available only makes it possible to compare a cross-section at certain points in time. However, the time dimension of labour market integration (the occupations of immigrants and subsequent generations over time) can really only be researched satisfactorily with the aid of longitudinal studies.

Despite these limitations, very revealing results were obtained. The most important are summarised below:

Although there has been an increase in the absolute figure of non-nationals in the EU as a whole, there has been a slight decrease in the figure for non-nationals as a percentage of the population. Both facts also apply to the labour force. In 1995, the proportion of non-nationals in the labour force was below 5% in most member states (exceptions: A, B, D, F, L), and in some countries it was even well below 2% (DK, FIN, GR, I, P). During the time period under consideration there have been no striking waves of immigration, either from non-member countries or within the EU. In the case of some EU member states, however, a constant increase in the non-national labour force was seen - in Germany and Luxembourg, for example. The percentage of EU non-nationals in the non-national labour force has fallen since 1986. This percentage varies widely from one member state to another, but in most cases it is below 50% (exceptions: B, IRL, L, P).

There are very pronounced differences in the labour market positions of nationals and non-nationals in all the EU member states. It is notable that the **unemployment rate** of non-nationals is higher than that of nationals everywhere, and in some cases considerably higher. The unemployment rate of the EU non-national labour force usually lies between the corresponding rates of nationals and of non-nationals as a whole. In some member states it differs only slightly from the unemployment rate of nationals. Female and young non-nationals are particularly seriously affected by unemployment. The differences between the unemployment rates of nationals and non-nationals have also changed only slightly over time. It should also be pointed out that very heterogeneous groups of people may be concealed within the categories of EU non-nationals and third country non-nationals. This is reflected in very different unemployment rates expressed by nationality.

To some extent, the differences in the unemployment rates can be explained by the fact that the level of education is usually lower among non-nationals. Great differences are apparent between EU countries in this respect. In some countries, the level of education of the EU non-national labour force is, in general, higher than that of third country non-nationals. In contrast, in the countries of southern Europe and in Ireland, the level of education of non-nationals is higher on average than that of nationals. In these countries, a comparatively large number of non-nationals are also found in management posts or in the professions. Although the non-national workforce contains a certain number of highly qualified migrants in all the EU member states, the majority of non-nationals are found in occupations requiring only very limited qualifications.[19] It is also more difficult for non-nationals to advance in their occupations. If they move from manufacturing to the service sector, they come into competition with nationals, especially in the case of activities requiring qualifications. In this context, in addition to training, skills such as good presentation in terms of language and written material, ability to deal with customers, appearance and manner, etc., also play a role. In these cases, preference is often given to nationals. Similar mechanisms apply to the employment of young non-nationals. The LFS data shows that even non-nationals with training and qualifications frequently have a higher unemployment rate than comparable nationals. This demonstrates that additional factors, not ascertainable here, are also responsible for the less favourable position of non-nationals on the labour market (e.g. discrimination).

In addition to unemployment, the **employment rates** (percentage of those in employment in the comparable population) also provide indications of the labour market situation. It is noteworthy that the employment rates of female non-nationals are significantly lower than those of female nationals, with the difference being greater in the case of third country non-nationals than in the case of those from EU member states. This cannot be explained simply by differences in behaviour in respect of employment. Taken together with the disproportionate levels of unemployment, the lower employment rates indicate additional problems on the labour market.

For a number of reasons, **self-employment** can be seen as an indicator of integration. The LFS shows that, in general, the self-employment rates of nationals and non-nationals have become broadly similar. Self-employment is found more frequently among EU non-

[19] In recent years there has been an increase in the migration of highly qualified individuals seeking work, many of whom are employed by international companies (cf. Salt 1994, p. 16, or Straubhaar/Wolter 1997, pp. 174 ff.).

nationals, whose rate of self-employment is higher than that of nationals in some countries. However, these figures provide no information about the circumstances in which self-employment is taken up (for example, self-employment may also be chosen because other opportunities on the labour market are poor), nor about the financial viability of such companies.

To summarise: the authors have established that the labour market position of non-nationals, and especially of third country non-nationals, is significantly worse than that of nationals. The labour market problems faced by particular groups of persons (women, young people, the poorly qualified) are exacerbated in the case of non-nationals. This is fundamentally the case in all 15 EU member states, and the situation has improved very little in recent years. The increase in unemployment rates currently being registered in many EU member states is likely to exacerbate the situation of non-nationals on the labour market even further.

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Table 2.1: Population of EU Member States by Nationality, Gender and Age in 1995 (thousands)

	EU 15	A	B	D	DK	E	FIN	F	GR	IRL	I	L	NL	P	S*	UK
Population																
Nationals	347218.2	7208.4	9280.0	73529.4	5067.9	38506.3	4886.4	52954.0	10107.5	3440.8	56223.3	269.1	14452.0	9710.0	6027.1	55556.1
Non-nationals, total	15921.7	671.9	824.6	7040.2	138.8	242.4	38.8	3381.3	130.5	94.8	190.1	133.5	719.0	55.1	306.4	1954.3
of whom, EU-nationals	5114.7	84.3	470.4	1863.1	39.2	99.9	8.7	1142.9	17.9	71.3	40.5	120.8	206.0	29.6	130.0	790.1
Women																
Nationals	178702.8	3757.0	4777.1	38224.8	2572.5	19728.8	2517.7	27481.2	5235.4	1727.7	28970.5	137.2	7308.6	5054.0	2993.5	28216.8
Non-nationals, total	7523.5	317.8	382.3	3177.8	65.2	122.3	18.9	1598.3	70.5	49.8	97.0	66.7	328.3	29.2	160.8	1038.6
of whom, EU-nationals	2454.4	44.7	214.1	824.1	16.2	53.4	2.7	551.1	12.7	37.5	27.0	60.1	91.5	15.6	67.4	436.4
< 25																
Nationals	105658.9	2136.7	2858.3	19003.9	1510.3	12865.7	1516.1	17519.6	3035.3	1457.7	16812.3	75.8	4549.4	3211.5	955.7	18150.3
Non-nationals total	5521.6	270.4	267.3	2794.0	67.6	61.5	15.6	1059.0	46.4	29.3	41.9	47.1	304.6	26.6	47.3	443.1
of whom, EU-nationals	1196.9	18.6	99.0	567.7	10.1	16.5	1.9	209.4	2.9	20.4	5.6	42.3	54.7	13.7	16.4	117.7

*Population surveyed only from the age of 15 upwards

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 2.2: Percentages of EU Member State Populations by Nationality, Gender and Age in 1995 (%)

	EU 15	A	B	D	DK	E	FIN	F	GR	IRL	I	L	NL	P	S*	UK
Population																
Nationals	95.6	91.5	91.8	91.3	97.3	99.4	99.2	94.0	98.7	97.3	99.7	66.8	95.3	99.4	95.2	96.6
Non-nationals total	4.4	8.5	8.2	8.7	2.7	0.6	0.8	6.0	1.3	2.7	0.3	33.2	4.7	0.6	4.8	3.4
of whom, EU-nationals	32.1	12.6	57.0	26.5	28.2	41.2	22.4	33.8	13.7	75.2	21.3	90.5	28.7	53.7	42.4	40.4
Women, percentage																
Total	51.3	51.7	51.1	51.4	50.7	51.2	51.5	51.6	51.8	50.3	51.5	50.6	50.3	52.1	49.8	50.9
Nationals	51.5	52.1	51.5	52.0	50.8	51.2	51.5	51.9	51.8	50.2	51.5	51.0	50.6	52.0	49.7	50.8
Non-nationals, total	47.3	47.3	46.4	45.1	47.0	50.4	48.8	47.3	54.0	52.5	51.0	49.9	45.7	52.9	52.5	53.1
of whom, EU-nationals	48.0	53.0	45.5	44.2	41.2	53.5	30.7	48.2	71.3	52.5	66.6	49.7	44.4	52.8	51.9	55.2
< 25, percentage																
Total	30.6	30.5	30.9	27.1	30.3	33.4	31.1	33.0	30.1	42.1	29.9	30.5	32.0	33.2	15.8	32.3
Nationals	30.4	29.6	30.8	25.8	29.8	33.4	31.0	33.1	30.0	42.4	29.9	28.2	31.5	33.1	15.9	32.7
Non-nationals, total	34.7	40.2	32.4	39.7	48.7	25.4	40.1	31.3	35.5	30.9	22.1	35.3	42.4	48.3	15.5	22.7
of whom, EU-nationals	23.4	22.0	21.0	30.5	25.7	16.5	21.8	18.3	16.1	28.7	13.9	35.0	26.5	46.4	12.6	14.9

* Population surveyed only from the age of 15 upwards

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 2.3: Largest Groups of Non-Nationals by Nationality and Their Percentage of Total Figure of Non-Nationals in 1995 (%)

EU country	Age	Nationality		
A	25<	former Yugoslavia (44%)	Turkey (35%)	Romania (4%)
	25+	former Yugoslavia (42%)	Turkey (19%)	Germany (11%)
B	25<	Morocco (34%)	Turkey (16%)	Italy (13%)
	25+	Italy (28%)	Morocco (14%)	France (10%)
D	25<	Turkey (45%)	former Yugoslavia(15%)	Italy (8%)
	25+	Turkey (28%)	former Yugoslavia(16%)	Italy (10%)
DK	25<	Turkey (24%)	Brazil (8%)	Africa (7%)
	25+	United Kingdom (11%)	Africa (12%)	Sweden (9%)
E	25<	Morocco (21%)	Portugal (8%)	Argentina (7%)
	25+	Morocco (15%)	United Kingdom (13%)	Portugal (8%)
FIN	25<	former USSR (47%)	Vietnam (8%)	Sweden (7%)
	25+	former USSR (48%)	Sweden (16%)	Africa (4%)
F	25<	Morocco (28%)	Portugal (13%)	Algeria (12%)
	25+	Portugal (19%)	Algeria (17%)	Morocco (12%)
GR	25<	Albania (36%)	former USSR(20%)	Poland (7%)
	25+	Albania (25%)	former USSR(13%)	Poland (7%)
IRL	25<	United Kingdom (55%)	USA (10%)	Germany (5%)
	25+	United Kingdom (65%)	USA (8%)	Germany (5%)
I	25<	Africa (excl. North Africa) (17%)	Morocco (17%)	former Yugoslavia (10%)
	25+	Morocco (14%)	Africa (excl. North Africa) (10%)	Albania (8%)
L	25<	Portugal (49%)	Italy (12%)	France (9%)
	25+	Portugal (34%)	Italy (16%)	France (11%)
NL	25<	Turkey (30%)	Morocco (25%)	Germany (6%)
	25+	Turkey (20%)	Morocco (13%)	Germany (10%)
P	25<	Brazil (26%)	France (25%)	Spain (8%)
	25+	Brazil (27%)	Spain (22%)	Germany (11%)
S	25<	Non-EU (65%)	Austria (20%)	Denmark (5%)
	25+	Non-EU (56%)	Austria (27%)	Denmark (6%)
UK	25<	Africa (17%)	USA (9%)	Ireland (8%)
	25+	Ireland (27%)	Africa (10%)	India (7%)

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 2.4: Non-National Population by Host Country and Country of Origin (Nationality) in 1995 (thousands)

Nationality of Non-nationals	EU Member States (host countries)															
	A	B	D	DK	E	FIN	F	GR	IRL	I	L	NL	P	S	UK	EU-15
A		1.2	185.7	1.2	1.4	0.0	2.8	0.8	0.0	0.4	0.2	2.8	0.0	77.7	5.0	279.2
B	0.3		20.5	0.5	5.9	0.0	43.9	0.4	0.4	0.8	11.4	32.9	1.2	0.6	6.6	125.4
D	52.5	24.0		5.3	11.9	1.4	53.1	3.5	4.5	12.4	9.6	56.1	4.1	10.3	51.6	300.3
DK	0.0	0.6	17.8		2.1	0.0	2.9	0.1	0.8	0.0	1.9	1.6	0.0	18.4	13.3	59.5
E	0.2	45.6	144.8	1.4		0.3	192.6	0.3	1.1	1.4	4.2	12.6	8.3	1.7	29.7	444.2
FIN	0.9	0.3	0.0	1.9	0.9		0.4	0.6	0.0	0.6	0.0	2.1	0.1	0.0	13.1	20.9
F	5.3	80.8	100.9	0.6	16.8	0.6		1.8	2.2	11.8	13.1	13.3	8.5	0.6	60.9	317.2
GR	0.9	17.4	403.1	0.9	0.5	0.3	4.7		0.3	1.3	0.8	3.0	0.0	4.1	17.2	454.5
IRL	0.0	0.8	23.1	1.0	0.7	0.0	1.9	0.1		0.5	0.5	4.8	0.4	0.6	443.4	477.8
I	9.4	191.6	627.1	0.8	9.5	0.6	189.0	3.0	2.1		19.5	26.1	4.0	2.7	80.4	1165.8
L	2.7	4.3	6.8	0.0	0.0	0.0	3.1	0.4	0.0	0.0		0.2	0.0	0.0	1.7	19.2
NL	0.8	64.8	119.8	4.0	3.3	0.0	10.4	0.9	1.4	3.8	3.4		0.6	3.1	25.5	241.8
P	0.0	14.0	92.2	0.7	18.6	0.0	577.9	0.0	0.0	0.0	51.9	7.3		0.6	29.6	792.8
S	1.8	2.5	11.8	10.2	2.5	4.7	3.7	0.5	0.0	1.6	0.5	2.8	0.1		12.0	54.7
UK	9.6	22.6	109.6	10.7	26.0	0.6	56.6	5.5	58.5	6.0	4.0	40.3	2.4	9.6		362.0
Nationals of other EU countries	.															
TOTAL	84.3	470.4	1863.1	39.2	99.9	8.7	1142.9	17.9	71.3	40.5	120.8	206.0	29.6	130.0	790.1	5114.7
Third country*	587.6	354.2	5177.1	99.6	142.5	30.1	2238.4	112.6	23.5	149.6	12.6	513.0	25.5	176.4	1164.2	10806.9
All non-nationals, TOTAL	671.9	824.6	7040.2	138.8	242.4	38.8	3381.3	130.5	94.8	190.1	133.5	719.0	55.1	306.4	1954.3	15921.7

* All nationalities except EU-15

Table 2.5: Change in Numbers of Non-Nationals between 1987 and 1995 in 11 EU Member States (thousands)

Nationality of Non-Nationals	EU Member States (host countries))										
	B	D	DK	E	F	GR	IRL	L	NL	P	UK
A	-0.2	22.5	0.8	1.4	0.4	0.6	-0.1	-0.2	1.9	-0.1	-0.5
B		-5.0	0.5	3.5	2.1	0.2	0.2	3.6	15.4	0.8	4.2
D	5.7		-1.6	4.8	5.4	0.5	2.1	1.4	16.9	2.5	-0.4
DK	-0.2	5.0		1.6	1.9	0.0	0.5	1.3	-0.3	0.0	5.0
E	-8.9	-31.2	1.2		-66.8	-0.3	0.7	1.6	-3.8	6.5	1.2
FIN	0.3	0.0	1.9	0.9	0.4	0.6	0.0	0.0	2.1	0.1	13.1
F	6.0	25.4	-1.3	6.8		0.3	1.0	2.0	7.8	4.5	26.7
GR	5.4	127.1	0.5	0.2	-1.5		0.3	0.5	1.1	-0.6	2.2
IRL	-2.7	15.4	0.2	0.3	0.1	0.1		0.0	1.0	0.4	-117.3
I	-75.6	30.4	-0.2	3.7	-70.3	1.4	-0.2	-1.0	-5.2	3.5	2.9
L	-0.5	1.3	0.0	0.0	1.1	0.3	0.0		-0.9	-0.1	1.7
NL	26.4	23.8	2.2	1.9	-1.6	0.5	0.2	1.0		0.2	11.2
P	5.2	-3.5	0.5	2.0	-143.8	-0.4	-0.1	19.6	1.4		10.5
S	2.5	11.8	10.2	2.5	3.7	0.5	0.0	0.5	2.8	0.1	12.0
UK	10.6	40.1	2.8	15.5	23.4	1.5	7.1	1.8	-3.3	1.5	
EU-nationals TOTAL	241.2	859.6	18.8	50.8	13.8	7.4	13.8	52.7	68.3	19.7	50.2
Third country*	50.0	2148.6	42.6	84.8	-127.9	60.4	6.5	6.0	151.2	-13.8	-427.3
All non-nationals TOTAL	291.1	3008.2	61.4	135.7	-114.1	67.8	20.2	58.7	219.5	5.9	-377.2

- No calculation possible, since in one or both years no non-nationals of this nationality were recorded in the country surveyed

* All nationalities except **EU 15**

Table 2.6: Trends in Non-National Populations 1983-95 (thousands)

	EU	B	D	DK	E	F	GR	IRL	I*	L	NL	P	UK
Non-Nationals													
83	12027.2	878.8	4531.8	89.4	-	3866.8	82.2	81.5	-	93.1	551.8	-	1851.9
84	11829.0	838.8	4416.5	93.9	-	4037.2	76.9	85.8	-	94.2	-	-	2185.6
85	12181.4	718.6	4282.3	82.5	-	4060.8	77.0	79.4	-	98.3	504.2	-	2278.3
86	11701.7	833.3	4421.3	79.8	-	3737.3	68.2	76.9	-	98.2	-	56.8	2329.9
87	12601.2	800.7	4628.8	78.5	112.6	3754.6	64.3	76.9	-	95.3	530.9	49.7	2409.1
88	12208.5	815.5	4320.0	84.8	114.7	3756.1	73.1	81.8	-	96.6	552.1	65.1	2248.7
89	12304.5	801.8	4685.0	98.9	116.4	3884.3	65.0	78.1	-	98.3	577.6	63.7	1835.3
90	12444.3	843.7	5051.7	102.4	111.0	3689.9	67.8	79.5	-	105.8	593.5	64.2	1734.7
91	13022.4	819.2	5584.9	126.9	143.6	3593.7	80.6	86.5	-	106.6	649.7	66.0	1764.8
92	14319.6	910.3	6127.1	106.3	164.7	3539.0	104.0	94.1	414.3	116.7	691.3	58.1	1993.5
93	14885.9	869.5	6702.4	113.3	173.7	3521.6	115.6	86.7	431.0	124.2	705.5	62.8	1979.7
94	14979.7	844.5	6914.5	132.6	221.9	3454.6	125.1	89.5	273.8	136.6	740.3	55.9	1990.3
95	15921.7	824.6	7040.2	138.8	242.4	3381.3	130.5	94.8	190.1	133.5	719.0	55.1	1954.3
of whom, EU													
83	3037.4	494.7	1123.4	23.4	-	453.8	11.8	64.0	-	56.1	134.5	0.0	675.6
84	2877.4	472.4	1133.0	20.6	-	453.2	11.6	65.6	-	53.3	0.0	0.0	667.7
85	3049.9	419.5	1178.0	21.6	-	415.3	14.2	64.3	-	55.2	118.4	0.0	763.3
86	4362.9	511.5	1405.8	19.8	-	1451.6	15.5	60.1	-	90.9	0.0	15.9	791.8
87	4544.2	495.1	1437.0	21.0	54.9	1385.9	11.9	59.8	-	88.3	168.0	10.2	812.0
88	4392.3	473.6	1325.0	21.3	58.8	1397.1	13.9	65.1	-	88.0	173.8	11.7	763.9
89	4419.9	445.6	1375.3	22.3	56.8	1360.2	10.9	61.6	-	90.8	182.1	11.3	803.1
90	4432.4	497.1	1416.5	19.4	60.4	1346.8	13.7	61.4	-	97.7	174.3	13.2	731.9
91	4476.1	481.9	1480.2	23.2	73.0	1307.8	12.9	66.9	-	98.1	169.9	22.1	740.2
92	4846.1	551.6	1612.2	22.2	72.3	1301.3	15.9	70.9	115.0	106.6	172.9	24.3	780.9
93	4785.1	508.7	1690.1	21.4	73.6	1260.1	16.3	64.8	89.6	109.8	206.1	28.1	716.6
94	4776.5	485.6	1762.2	21.5	79.3	1191.1	16.4	68.4	36.6	120.7	200.0	26.4	768.4
95	5114.7	470.4	1863.1	39.2	99.9	1142.9	17.9	71.3	40.5	120.8	206.0	29.6	790.1

Source: Eurostat Labour Force Survey 1983-95, authors' calculations (from 1986 onwards persons from E and P, and from 1995 onwards persons from A, FIN and S are included under the heading of nationals from EU member states)

Table 2.7: Trends in Percentages of Non-National Populations in Overall Populations 1983-95 (%)

	EU	B	D	DK	E	F	GR	IRL	I	L	NL	P	UK
Non-Nationals													
83	5.7	9.2	7.5	1.8	-	7.5	0.9	2.4	-	26.1	3.9	-	3.4
84	6.0	8.6	7.4	1.9	-	7.7	0.8	2.5	-	26.3	-	-	4.0
85	5.8	7.3	7.2	1.6	-	7.7	0.8	2.3	-	27.7	3.6	-	4.1
86	4.8	8.5	7.4	1.6	-	7.0	0.7	2.2	-	27.5	-	0.6	4.2
87	4.8	8.2	7.7	1.5	0.3	7.0	0.7	2.2	-	26.2	3.7	0.5	4.3
88	4.7	8.3	7.2	1.7	0.3	7.0	0.8	2.4	-	26.5	3.8	0.6	4.1
89	4.7	8.1	7.7	1.9	0.3	7.2	0.7	2.3	-	26.8	4.0	0.6	3.3
90	4.7	8.5	8.1	2.0	0.3	6.8	0.7	2.3	-	28.0	4.1	0.6	3.1
91	4.6	8.3	7.1	2.5	0.4	6.5	0.8	2.5	-	27.8	4.4	0.6	3.1
92	4.2	9.1	7.7	2.1	0.4	6.4	1.0	2.7	0.7	30.6	4.7	0.6	3.5
93	4.4	8.7	8.4	2.2	0.4	6.3	1.1	2.5	0.8	31.8	4.7	0.6	3.5
94	4.4	8.4	8.6	2.6	0.6	6.2	1.2	2.5	0.5	34.4	4.9	0.6	3.5
95	4.4	8.2	8.7	2.7	0.6	6.0	1.3	2.7	0.3	33.2	4.7	0.6	3.4
of whom, EU													
83	25.3	56.3	24.8	26.2	-	11.7	14.4	78.5	-	60.3	24.4	-	36.5
84	24.3	56.3	25.7	21.9	-	11.2	15.0	76.4	-	56.6	-	-	30.6
85	25.0	58.4	27.5	26.2	-	10.2	18.4	81.0	-	56.2	23.5	-	33.5
86	37.3	61.4	31.8	24.9	-	38.8	22.7	78.1	-	92.6	-	28.0	34.0
87	36.1	61.8	31.0	26.8	48.8	36.9	18.5	77.7	-	92.7	31.7	20.6	33.7
88	36.0	58.1	30.7	25.1	51.3	37.2	19.0	79.6	-	91.1	31.5	18.0	34.0
89	35.9	55.6	29.4	22.5	48.8	35.0	16.7	78.8	-	92.4	31.5	17.8	43.8
90	35.6	58.9	28.0	19.0	54.4	36.5	20.1	77.2	-	92.3	29.4	20.6	42.2
91	34.4	58.8	26.5	18.3	50.8	36.4	16.0	77.3	-	92.0	26.1	33.4	41.9
92	33.8	60.6	26.3	20.9	43.9	36.8	15.3	75.4	27.8	91.3	25.0	41.7	39.2
93	32.1	58.5	25.2	18.9	42.4	35.8	14.1	74.8	20.8	88.4	29.2	44.8	36.2
94	31.9	57.5	25.5	16.2	35.7	34.5	13.1	76.4	13.4	88.3	27.0	47.2	38.6
95	32.1	57.0	26.5	28.2	41.2	33.8	13.7	75.2	21.3	90.5	28.7	53.7	40.4

Source: Eurostat Labour Force Survey 1983-95, authors' calculations (from 1986 onwards persons from E and P, and from 1995 onwards persons from A, FIN and S are included under the heading of nationals from EU member states).

Table 2.8: Non-National Populations* (aged 14 and over) by Length of Residence in 1995 (%)

	A	B	DK	E	FIN	F	GR	IRL	I	L	NL	P	S	UK
Non-Nationals total														
up to 5 years	32.9	13.2	27.1	35.6	21.8	14.2	61.1	40.8	52.1	19.2	35.7	20.4	23.8	30.0
6-10 years	21.1	7.0	22.2	24.3	4.9	12.0	12.8	11.2	17.8	14.0	17.0	16.8	23.7	14.6
over 10 years	35.7	51.7	43.8	38.2	5.5	61.9	20.5	44.2	30.1	49.8	37.7	42.8	28.3	53.9
from birth	10.2	28.2	6.8	1.9	67.8	12.0	5.7	3.8	0.0	17.0	9.7	20.0	24.2	1.6
EU-nationals:														
up to 5 years	26.4	10.0	17.3	23.2	14.8	13.5	19.5	36.5	48.5	17.6	26.3	7.0	6.6	18.2
6-10 years	25.1	5.4	22.8	23.9	0.0	8.3	23.8	10.6	15.9	13.9	15.1	15.7	11.0	11.4
over 10 years	38.8	50.9	54.5	50.3	0.0	64.5	43.3	49.1	35.6	50.9	41.4	48.2	42.3	69.1
from birth	9.7	33.7	5.3	2.7	85.2	13.7	13.4	3.7	0.0	17.6	17.2	29.1	40.1	1.2

* Not surveyed in D, high 'No answer' rate in F (50%), FIN (80%), L and B (20%)
Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 2.9: Labour Force* in EU Member States by Nationality, Gender and Age in 1995 (thousands)

	EU 15	A	B	D	DK	E	FIN	F	GR	IRL	I	L	NL	P	S	UK
Labour force																
Nationals	158371.9	3472.0	3855.0	35441.4	2741.9	15438.3	2410.2	23463.3	4129.7	1391.2	22505.7	101.8	7021.4	4707.4	4312.5	27380.2
Non-Nationals, total	7770.8	367.8	328.3	3519.3	54.4	122.4	18.1	1570.0	71.5	42.7	100.9	65.0	282.1	20.9	185.8	1021.6
of whom, EU-nationals	2884.4	42.9	225.7	1106.1	23.7	44.2	5.5	631.5	9.3	33.8	21.5	60.4	123.0	10.6	91.6	454.7
Women																
Nationals	67387.9	1523.0	1627.6	15514.4	1251.2	5899.1	1154.9	10830.4	1558.9	522.1	8398.9	35.3	2925.0	2118.9	2056.1	11972.2
Non-Nationals, total	2855.7	147.1	102.4	1209.3	19.9	45.9	9.3	553.0	31.3	17.3	38.0	24.8	94.4	7.3	90.3	465.6
of whom, EU-nationals	1145.1	19.6	71.7	393.6	6.9	18.7	1.7	255.6	6.0	13.8	13.4	23.2	43.2	3.4	47.5	226.8
< 25																
Nationals	21676.3	540.1	405.9	3954.5	503.5	2665.4	284.5	2504.7	493.3	269.1	3161.0	10.6	1203.1	688.9	489.0	4502.6
Non-Nationals, total	1112.0	70.0	34.1	626.2	8.5	16.3	3.4	140.5	14.0	5.1	6.8	9.4	48.9	5.6	17.0	106.2
of whom, EU-nationals	308.0	3.4	19.4	149.6	1.8	5.2	0.3	44.4	0.8	4.2	0.8	8.7	14.2	3.9	7.6	43.5

* Labour force = persons in employment and unemployed persons aged 15 and over

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 2.10: Labour Force* by Nationality, Gender and Age in 1995 (%)

	EU 15	A	B	D	DK	E	FIN	F	GR	IRL	I	L	NL	P	S	UK
Labour force																
Nationals	95.3	90.4	92.2	91.0	98.1	99.2	99.3	93.7	98.3	97.0	99.6	61.0	96.1	99.6	95.9	96.4
Non-Nationals, total	4.7	9.6	7.8	9.0	1.9	0.8	0.7	6.3	1.7	3.0	0.4	39.0	3.9	0.4	4.1	3.6
of whom, EU-nationals	37.1	11.7	68.7	31.4	43.6	36.1	30.3	40.2	13.0	79.2	21.3	92.9	43.6	50.7	49.3	44.5
Women, percentage																
Total	42.3	43.5	41.4	42.9	45.5	38.2	47.9	45.5	37.9	37.6	37.3	36.0	41.3	45.0	47.7	43.8
Nationals	42.6	43.9	42.2	43.8	45.6	38.2	47.9	46.2	37.7	37.5	37.3	34.7	41.7	45.0	47.7	43.7
Non-Nationals, total	36.7	40.0	31.2	34.4	36.6	37.5	51.7	35.2	43.7	40.6	37.6	38.1	33.5	34.8	48.6	45.6
of whom, EU-nationals	39.7	45.6	31.8	35.6	29.2	42.3	31.9	40.5	64.9	40.7	62.4	38.4	35.2	31.6	51.9	49.9
< 25, percentage																
Total	13.7	15.9	10.5	11.8	18.3	17.2	11.9	10.6	12.1	19.1	14.0	12.0	17.1	14.7	11.2	16.2
Nationals	13.7	15.6	10.5	11.2	18.4	17.3	11.8	10.7	11.9	19.3	14.0	10.4	17.1	14.6	11.3	16.4
Non-Nationals, total	14.3	19.0	10.4	17.8	15.7	13.3	18.9	8.9	19.6	12.0	6.7	14.5	17.3	26.6	9.2	10.4
of whom, EU-nationals	10.7	7.9	8.6	13.5	7.7	11.9	6.3	7.0	8.6	12.3	3.6	14.4	11.6	37.1	8.3	9.6

* Labour force = persons in employment and unemployed persons aged 15 and over

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 2.11: Trends in Non-National Labour Forces 1983-95 (thousands)

	EU	B	D	DK	E	F	GR	IRL	I	L	NL	P	UK
Labour force Non-Nationals													
83	5544.5	315.5	2281.4	46.1	-	1557.8	28.4	33.2	-	45.2	218.2	-	1019.8
84	5604.4	297.1	2324.3	49.9	-	1658.6	26.3	33.5	-	45.3	-	-	1169.8
85	5769.4	269.5	2233.0	46.7	-	1648.6	28.1	34.4	-	47.6	213.1	-	1248.8
86	5534.5	316.8	2239.3	45.0	-	1557.6	22.9	33.5	-	47.9	-	20.8	1250.8
87	5849.4	288.6	2335.5	45.3	44.7	1526.3	24.0	33.1	-	49.5	223.4	16.8	1262.4
88	5716.4	291.9	2174.0	43.7	42.1	1559.5	27.1	35.4	-	49.4	235.6	29.0	1229.2
89	5761.6	279.0	2363.3	53.8	41.9	1596.9	23.1	32.6	-	49.8	252.0	31.2	1039.1
90	5843.2	291.7	2528.6	57.0	36.9	1550.5	26.3	34.5	-	53.3	251.7	28.6	984.4
91	6100.1	296.5	2786.4	65.6	58.1	1504.3	35.0	40.0	-	54.4	269.8	30.7	959.7
92	6822.8	325.8	3124.5	56.7	80.1	1515.0	50.8	40.1	201.8	61.3	268.5	20.6	1077.6
93	7180.6	339.8	3431.9	54.7	82.1	1543.8	59.8	40.6	224.3	65.1	278.5	25.2	1034.7
94	7278.7	335.2	3543.0	48.2	98.3	1590.5	65.8	41.4	145.6	71.2	289.0	23.2	1027.3
95	7770.8	328.3	3519.3	54.4	122.4	1570.0	71.5	42.7	100.9	65.0	282.1	20.9	1021.6
of whom, EU													
83	1580.9	191.0	642.0	15.9	-	205.6	4.9	27.4	-	26.0	62.1	-	406.7
84	1522.4	192.5	660.0	11.4	-	209.4	4.8	27.2	-	24.8	-	-	392.6
85	1636.9	178.8	683.3	14.2	-	196.7	5.9	28.5	-	25.5	59.9	-	444.3
86	2310.2	223.4	810.0	13.5	-	723.2	5.8	27.2	-	44.8	-	4.8	457.8
87	2407.1	210.8	840.5	14.5	21.5	693.8	4.6	27.1	-	46.5	85.0	3.3	459.6
88	2349.0	204.0	766.0	14.7	22.9	699.4	5.9	29.2	-	45.7	97.6	4.5	459.2
89	2429.4	187.8	815.8	16.0	20.1	707.3	3.9	26.8	-	46.5	105.4	4.4	495.4
90	2426.2	203.4	835.9	14.3	19.1	710.5	6.3	28.1	-	49.8	96.6	4.3	457.9
91	2432.7	209.8	851.1	16.3	29.6	687.5	5.1	32.2	-	50.5	96.3	9.3	445.0
92	2640.5	232.1	955.0	16.2	32.7	672.3	7.9	31.3	56.7	57.1	101.8	9.2	468.1
93	2613.4	238.8	988.0	15.6	32.9	658.4	7.3	32.1	47.9	58.3	116.4	10.4	407.1
94	2667.7	230.6	1028.9	15.8	32.0	664.3	7.3	32.9	18.2	63.8	110.2	10.6	453.3
95	2884.4	225.7	1106.1	23.7	44.2	631.5	9.3	33.8	21.5	60.4	123.0	10.6	454.7

Source: Eurostat Labour Force Survey 1983-95, authors' calculations (from 1986 onwards persons from E and P, and from 1995 onwards persons from A, FIN and S are included under the heading of nationals from EU member states)

Table 2.12: Trends in Percentages of Non-National Labour Forces in Overall Labour Forces 1983-95 (%)

	EU	B	D	DK	E	F	GR	IRL	I	L	NL	P	UK
Labour force Non-Nationals													
83	5.9	8.2	8.2	1.7	-	6.7	0.7	2.5	-	30.2	3.9	-	3.9
84	6.2	7.6	8.3	1.8	-	7.0	0.7	2.6	-	30.2	-	-	4.4
85	6.0	6.8	7.9	1.7	-	6.9	0.7	2.6	-	31.3	3.7	-	4.6
86	5.0	8.0	7.9	1.6	-	6.5	0.6	2.6	-	31.3	-	0.4	4.6
87	5.0	7.4	8.2	1.6	0.3	6.4	0.6	2.5	-	31.3	3.4	0.4	4.6
88	4.8	7.5	7.5	1.5	0.3	6.5	0.7	2.7	-	31.9	3.6	0.6	4.4
89	4.8	7.1	8.1	1.9	0.3	6.6	0.6	2.5	-	32.0	3.8	0.6	3.7
90	4.8	7.5	8.3	2.0	0.2	6.4	0.7	2.6	-	33.4	3.7	0.6	3.4
91	4.7	7.4	7.1	2.3	0.4	6.2	0.9	3.0	-	33.1	3.9	0.6	3.4
92	4.4	8.1	8.0	2.0	0.5	6.2	1.3	3.0	0.9	36.5	3.8	0.4	3.8
93	4.6	8.3	8.8	1.9	0.5	6.2	1.5	3.0	1.0	38.6	3.9	0.5	3.6
94	4.7	8.1	9.0	1.7	0.6	6.4	1.6	2.9	0.6	41.8	4.0	0.5	3.6
95	4.7	7.8	9.0	1.9	0.8	6.3	1.7	3.0	0.4	39.0	3.9	0.4	3.6
of whom, EU													
83	28.5	60.5	28.1	34.5	-	13.2	17.3	82.6	-	57.7	28.5	-	39.9
84	27.2	64.8	28.4	22.8	-	12.6	18.3	81.0	-	54.7	-	-	33.6
85	28.4	66.3	30.6	30.5	-	11.9	21.1	82.9	-	53.5	28.1	-	35.6
86	41.7	70.5	36.2	29.9	-	46.4	25.3	81.2	-	93.4	-	22.9	36.6
87	41.2	73.0	36.0	31.9	48.1	45.5	19.3	81.9	-	93.9	38.1	19.4	36.4
88	41.1	69.9	35.2	33.5	54.3	44.8	21.6	82.5	-	92.6	41.4	15.6	37.4
89	42.2	67.3	34.5	29.7	48.0	44.3	16.8	82.2	-	93.4	41.8	14.2	47.7
90	41.5	69.7	33.1	25.1	51.7	45.8	23.8	81.2	-	93.4	38.4	15.1	46.5
91	39.9	70.8	30.5	24.9	50.9	45.7	14.6	80.6	-	92.8	35.7	30.2	46.4
92	38.7	71.2	30.6	28.6	40.9	44.4	15.5	78.2	28.1	93.0	37.9	44.7	43.4
93	36.4	70.3	28.8	28.6	40.1	42.6	12.2	78.9	21.4	89.7	41.8	41.3	39.3
94	36.7	68.8	29.0	32.8	32.5	41.8	11.1	79.4	12.5	89.6	38.1	45.9	44.1
95	37.1	68.7	31.4	43.6	36.1	40.2	13.0	79.2	21.3	92.9	43.6	50.7	44.5

Source: Eurostat Labour Force Survey 1983-95 (from 1986 onwards persons from E and P, and from 1995 onwards persons from A, FIN and S are included under the heading of nationals from EU member states)

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Table 2.13: Non-National Labour Forces by Host Country and Country of Origin (Nationality) in 1995 (thousands)

Nationality of members of labour force	EU Member States (host countries)															
	A	B	D	DK	E	FIN	F	GR	IRL	I	L	NL	P	S	UK	EU-15
A		0.3	126.3	0.7	0.7	-	1.5	0.3	-	0.1	0.1	2.7	-	53.7	3.9	190.3
B	-		9.9	-	1.1	-	23.1	0.3	0.2	0.5	4.7	18.7	0.3	0.6	2.7	62.1
D	24.9	10.6		3.5	4.9	0.3	25.9	1.5	2.3	6.2	4.1	32.0	2.0	8.4	28.3	154.9
DK	-	0.4	11.1		0.9	-	2.4	-	0.5	-	1.0	0.7	-	12.6	9.4	39.0
E	0.2	23.3	81.7	1.0		0.3	83.2	0.3	0.6	0.5	2.1	8.5	2.5	1.7	19.7	225.6
FIN	0.2	-	-	1.2	0.6		-	0.3	-	0.2	-	1.2	-	-	6.5	10.2
F	3.6	37.2	65.4	-	5.9	0.6		0.9	1.3	6.4	6.5	7.8	2.8	0.6	38.0	177.0
GR	0.9	9.2	232.8	0.4	-	0.3	2.5		0.1	1.0	0.5	1.6	-	2.0	8.0	259.3
IRL	-	0.6	13.7	0.7	0.7	-	1.3	0.1		0.4	0.2	2.2	0.3	0.6	244.7	265.5
I	5.7	90.5	365.4	0.4	5.7	0.6	76.6	1.9	1.2		8.3	15.9	2.0	2.4	48.7	625.3
L	1.4	2.4	1.8	-	-	-	0.7	0.2	-	-		-	-	-	-	6.5
NL	0.8	32.6	66.7	3.1	0.8	-	8.6	0.6	0.6	3.1	1.5		0.3	1.8	15.9	136.4
P	-	6.8	56.6	0.5	11.9	-	372.8	-	-	-	29.2	4.4		0.6	20.4	503.2
S	1.8	0.9	7.0	4.9	1.1	2.7	2.4	0.2	-	0.7	0.2	1.4	-		8.4	31.7
UK	3.7	10.8	67.7	7.2	9.8	0.6	30.6	2.9	27.0	2.3	1.8	25.9	0.4	6.5		197.2
EU-nationals TOTAL	42.9	225.7	1106.1	23.7	44.2	5.5	631.5	9.3	33.8	21.5	60.4	123.0	10.6	91.6	454.7	2884.5
Third country*	324.8	102.6	2413.2	30.7	78.2	12.6	938.5	62.3	8.9	79.4	4.6	159.1	10.3	94.2	567.0	4886.4
All non-nationals, TOTAL	367.8	328.3	3519.3	54.4	122.4	18.1	1570.0	71.5	42.7	100.9	65.0	282.1	20.9	185.8	1021.6	7770.8

- No members of labour force of this nationality recorded
* All nationalities except **EU-15**

Table 2.14: Changes in Size of Non-National Labour Forces between 1987 and 1995 in 11 EU Member States (thousands)

Nationality of members of the labour force	EU Member States (host countries)										
	B	D	DK	E	F	GR	IRL	L	NL	P	UK
A	-0.4	26.3	0.3	-	0.1	-	-	0	2.3	-	0.7
B		-2.9	-	-0.7	9.2	-	0.1	1.2	9	-0.2	1.4
D	1.1		-0.6	2.7	4.3	0.3	0.9	0.1	12.8	1.2	-1.7
DK	-0.3	3.3		-	-	-	0.4	0.6	0.6	-	2.8
E	-2.9	-19.1	0.8		-35.8	0.2	0.4	0.7	-1.7	1.8	1.9
FIN	-	-	-	-	-	-	-	-	-	-	-
F	6.5	20.6	-	1.3		0.3	0.7	0.7	5.3	1.8	18
GR	3.9	79.0	0.2	-	0		-	0.3	0.6	-	1.6
IRL	-1.1	8.9	0	0.4	-0.2	-		-0.1	0.3	-	-56.1
I	-16.6	12.4	-0.1	4.2	-37.3	1.2	-0.2	-1.8	3.2	1.9	-8.5
L	0.6	-2.0	-	-	-0.3	-	-		-	-	-
NL	15.0	9.4	2.3	0.7	1.3	0.3	-0.1	0.2		0.2	9.0
P	2.8	3.1	0.3	5.4	-20.4	-	-	10.7	0.6		7.8
S	-	-	-	-	-	-	-	-	-	-	-
UK	4.7	19.2	1.4	5.5	10.8	1.4	4.5	0.7	2.4	0.3	
EU-nationals TOTAL	14.3	165.6	8.8	22.7	-63.8	4.6	6.6	13.8	37.6	7.2	-8.2
Third country*	25.4	1018.2	0.3	55.0	107.5	42.9	3.0	1.7	21.1	-2.8	-232.6
All non-nationals, TOTAL	39.7	1183.8	9.1	77.7	43.7	47.5	9.6	15.5	58.7	4.4	-240.8

- No calculation possible, since in one or both years no non-national labour force members of this nationality were recorded in the country surveyed.

* All nationalities except EU 15

Table 2.15: Labour Force Balance among EU Countries in 1995 (thousands)*

	A	B	D	DK	E	FIN	F	GR	IRL	I	L	NL	P	S	UK
A		0.3	101.4	0.7	0.6	-0.2	-2.0	-0.6	0.0	-5.6	-1.2	1.9	0.0	52.0	0.3
B			-0.6	-0.4	-22.2	0.0	-14.1	-8.9	-0.4	-89.9	2.3	-13.9	-6.5	-0.3	-8.2
D				-7.6	-76.9	0.3	-39.5	-231.4	-11.4	-359.1	2.3	-34.7	-54.6	1.4	-39.4
DK					0.0	-1.2	2.4	-0.4	-0.3	-0.4	1.0	-2.4	-0.5	7.7	2.2
E						-0.3	**77.3**	0.3	-0.1	-5.3	2.1	7.7	-9.4	0.6	9.9
FIN							-0.6	0.0	0.0	-0.4	0.0	1.2	0.0	-2.7	5.9
F								-1.7	0.0	-70.2	5.8	-0.7	-370.0	-1.8	7.4
GR									0.0	-0.9	0.3	1.0	0.0	1.9	5.0
IRL										-0.7	0.2	1.6	0.2	0.6	217.7
I											8.3	12.7	2.0	1.7	46.4
L												-1.5	-29.2	-0.2	-1.8
NL													-4.1	0.4	-10.0
P														0.6	20.0
S															1.9
UK															

* Example: The number of Spanish labour force members in France exceeds the number of French labour force members in Spain by 77.3 x 1000.

Table 2.16: Percentages of Women aged 15 and over in Labour Force and in Population (%) and Ratio of these Percentages, in 1995

	EU 15	A	B	D	DK	E	FIN	F	GR	IRL	I	L	NL	P	S	UK
Nationals:																
Percentage of women																
- in labour force (aged 15+)(a)	42.6	43.9	42.2	43.8	45.6	38.2	47.9	46.2	37.7	37.5	37.3	34.7	41.7	45.0	47.7	43.7
- in population (aged 15+) (b)	52.4	52.8	52.3	53.1	51.2	52.1	52.1	52.9	52.4	50.3	52.2	51.8	51.1	53.1	49.7	51.7
Ratio (a/b)	**0.81**	**0.83**	**0.81**	**0.82**	**0.89**	**0.73**	**0.92**	**0.87**	**0.72**	**0.75**	**0.72**	**0.67**	**0.82**	**0.85**	**0.96**	**0.85**
3rd country nationals:																
Percentage of women																
- in labour force (aged 15+)(a)	35.0	39.2	30.0	33.8	42.3	34.7	60.3	31.7	40.6	40.1	30.9	34.4	32.1	38.0	45.3	42.1
- in population (aged 15+) (b)	46.6	46.5	45.6	45.0	49.7	54.3	57.6	45.4	52.3	49.7	50.1	49.7	44.1	54.1	53.0	52.0
Ratio (a/b)	**0.75**	**0.84**	**0.66**	**0.75**	**0.85**	**0.64**	**1.05**	**0.70**	**0.77**	**0.81**	**0.62**	**0.69**	**0.73**	**0.70**	**0.86**	**0.81**
EU-nationals:																
Percentage of women																
- in labour force (aged 15+)(a)	39.7	45.6	31.8	35.6	29.2	42.3	31.9	40.5	64.9	40.7	62.4	38.4	35.2	31.6	51.9	49.9
- in population (aged 15+) (b)	47.2	53.7	45.0	43.8	39.3	53.9	27.5	47.1	65.1	53.1	57.5	50.6	41.7	52.6	51.9	53.6
Ratio (a/b)	**0.84**	**0.85**	**0.71**	**0.81**	**0.74**	**0.79**	**1.16**	**0.86**	**1.00**	**0.77**	**1.08**	**0.76**	**0.84**	**0.60**	**1.00**	**0.93**

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 2.17: Naturalisation Rates in Various EU Member States in 1991, 1993 and 1995
(naturalised persons as percentage of non-national population in preceding year)

Year/country	A	B	D[1]	DK	E	F	I	L	NL	S	UK
1991	2.8	0.2	2.7	3.4	1.3	2.0	-	0.9*	4.2	5.4	3.4
1993	2.3	1.8	3.1**	2.8	2.1	2.0	0.7	0.5**	5.7	8.5	2.3
1995	2.1	2.8	4.5	2.7	1.5	2.7	0.8	0.6	9.2	5.9	2.1

* 1990
** 1992
1 inc. naturalisation of migrants of German origin from Eastern Europe and the former Soviet Union
Source: OECD, SOPEMI, various years

Table 2.18: Percentages of Foreign-Born Nationals (all nationals = 100%), by Age and by the Three Countries of Birth Most Frequently Cited (in 1995)

EU country	Age*	% of nationals	Most frequently cited countries of birth		
A	20-24	1.7	Germany (16%)	Turkey (10%)	Poland (10%)
	25+	5.0	former Yugoslavia (25%)	Germany (20%)	former Czechoslovakia (16%)
B	20-24	2.4	Africa (excl. North Africa) (21%)	Germany (20%)	France (10%)
	25+	4.2	France (23%)	Africa (excl. North Africa) (15%)	Germany (12%)
D (1992)	20-24	1.9	Poland (34%)	Romania (22%)	former USSR (19%)
	25+	6.8	Poland (49%)	former Czechoslovakia(20%)	former USSR (10%)
DK	20-24	1.3	Africa (excl. North Africa) (19%)	Pakistan (14%)	Korea (14%)
	25+	1.9	Germany (20%)	Sweden (12%)	Poland (7%)
E	20-24	1.9	France (28%)	Germany (21%)	Switzerland (11%)
	25+	1.3	France (20%)	Morocco (19%)	Venezuela (6%)
F	20-24	2.4	Africa (excl. North Africa) (23%)	Morocco (11%)	Vietnam (10%)
	25+	7.3	Algeria (30%)	Italy (9%)	Spain (9%)
GR	20-24	4.7	Germany (43%)	former USSR (16%)	Australia (9%)
	25+	2.6	former USSR (26%)	Turkey (26%)	Egypt (10%)
IRL	20-24	3.3	United Kingdom (85%)	USA (7%)	Canada (1%)
	25+	2.5	United Kingdom (86%)	USA (5%)	Canada (1%)
L	20-24	4.0	Germany (22%)	Vietnam (19%)	France (15%)
	25+	5.7	Germany (25%)	France (19%)	Belgium (16%)
NL	20-24	4.8	South America (45%)	Turkey (9%)	Germany (6%)
	25+	5.9	South America (34%)	Indonesia (27%)	Germany (11%)
P	20-24	3.3	France (63%)	Germany (16%)	Brazil (5%)
	25+	0.6	Brazil (26%)	France (22%)	Spain (9%)
UK	20-24	2.9	Germany (20%)	Pakistan (12%)	Africa (excl. South Africa) (12%)
	25+	4.4	Africa (excl. South Africa) (18%)	India (16%)	North/Central America (12%)

*Since in all countries the naturalisation procedure provides for a minimum age of 18-20, only persons surveyed aged 20 and over are taken into account here.
Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 3.1: Unemployment Rates in EU Member States by Nationality, Gender and Age in 1995 (%)

	EU 15	A	B	D	DK	E	FIN	F	GR	IRL	I	L	NL	P	SE	UK
Total	**10.7**	**4.3**	**9.3**	**8.2**	**7.0**	**22.7**	**17.0**	**11.9**	**9.1**	**12.0**	**11.8**	**2.9**	**7.2**	**7.0**	**8.1**	**8.7**
Nationals	10.4	4.1	8.1	7.5	6.8	22.7	16.9	11.2	9.0	11.8	11.8	2.5	6.5	7.0	7.6	8.5
Non-Nationals, total	16.7	6.8	23.4	15.0	18.1	23.1	26.3	21.7	13.7	17.9	12.8	3.6	23.5	12.2	19.7	14.3
of whom, EU-nationals	10.8	1.2	17.4	9.4	7.2	19.2	24.1	10.5	8.1	18.9	9.3	3.5	11.0	9.9	14.5	11.0
Women, Total	**12.4**	**4.9**	**12.2**	**9.6**	**8.6**	**30.3**	**16.2**	**14.1**	**13.8**	**12.1**	**16.2**	**4.4**	**8.7**	**7.8**	**7.4**	**6.9**
Nationals	12.2	4.6	11.0	9.2	8.4	30.3	16.0	13.6	13.7	11.8	16.2	3.7	8.2	7.7	7.0	6.7
Non-Nationals, total	17.1	7.8	31.5	14.8	21.5	27.0	30.4	24.4	18.0	18.9	22.6	5.3	24.3	20.3	15.6	11.7
of whom, EU-nationals	11.2	1.0	24.3	9.4	3.8	26.1	57.8	11.7	8.7	19.2	15.0	5.3	14.8	15.0	12.5	8.2
< 25, Total	**21.2**	**5.9**	**21.5**	**8.5**	**9.9**	**41.7**	**41.2**	**27.1**	**27.9**	**19.0**	**32.8**	**7.2**	**12.1**	**16.0**	**19.0**	**15.5**
Nationals	21.2	5.3	19.7	7.3	9.8	41.8	41.6	26.5	28.2	18.9	32.8	6.1	11.5	16.0	19.0	15.3
Non-Nationals, total	20.6	10.4	42.7	15.7	14.3	36.1	8.6	38.1	17.7	24.3	29.1	8.5	26.9	13.8	17.6	22.6
of whom, EU-nationals	15.4	2.6	33.3	9.1	-	16.2	-	20.4	18.8	23.8	-	7.4	17.9	19.6	24.0	24.1

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 3.2: Trends in Unemployment Rates in EU Member States by Nationality 1983-95 (%)

	B			D			DK			E			F			GR		
	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals
83	10.8	21.9	19.2	6.0	11.3	9.7	9.6	19.0	8.1	-	-	-	7.4	14.5	11.2	7.8	14.2	4.8
84	11.0	23.0	17.7	6.3	11.3	9.2	8.6	24.0	18.6	-	-	-	9.0	16.6	11.7	8.1	13.7	15.5
85	10.5	22.6	19.8	6.4	12.0	9.7	7.7	14.8	8.2	-	-	-	9.6	18.5	12.2	7.8	14.6	9.2
86	10.3	23.1	18.1	6.1	12.0	9.3	5.9	16.2	6.6	-	-	-	9.6	18.6	11.7	7.3	13.7	11.8
87	10.2	24.7	21.7	6.3	12.5	9.6	5.9	15.2	11.3	20.6	16.7	10.6	10.2	19.0	11.7	7.3	16.1	8.8
88	8.8	26.1	19.3	5.9	10.9	7.6	6.3	17.7	8.9	19.9	17.3	14.1	9.6	18.5	11.4	7.6	10.6	3.5
89	7.2	22.0	17.4	5.4	9.3	6.7	8.0	17.5	7.7	17.3	18.7	11.7	9.0	17.8	10.2	7.4	9.3	5.4
90	6.3	19.0	15.8	4.5	8.7	6.5	8.1	21.3	10.9	16.3	10.6	8.7	8.8	17.0	8.9	7.0	11.0	6.7
91	6.1	18.0	15.1	5.1	8.4	4.8	8.9	19.1	15.8	15.9	15.8	12.5	8.7	16.7	9.5	7.6	12.6	7.0
92	5.8	16.9	13.8	6.1	9.2	5.6	8.9	14.0	11.8	17.7	13.8	11.1	9.7	18.8	10.0	7.8	13.4	7.4
93	7.1	19.4	14.6	7.1	13.3	7.9	10.4	28.1	19.7	22.3	15.4	12.8	10.8	20.6	11.5	8.5	15.9	10.3
94	8.5	22.4	17.0	8.1	15.5	8.7	7.8	23.4	12.9	24.3	24.6	18.5	11.9	24.5	13.1	8.8	13.2	6.6
95	8.1	23.4	17.4	7.5	15.0	9.4	6.8	18.1	7.2	22.7	23.1	19.2	11.2	21.7	10.5	9.0	13.7	8.1

	IRL			I			L			NL			P			UK		
	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals
83	14.6	20.8	21.8	-	-	-	2.9	3.9	3.8	11.3	24.5	16.0	-	-	-	11.0	13.9	11.2
84	16.3	20.7	22.6	-	-	-	2.3	3.3	2.9	-	-	-	-	-	-	10.7	14.0	13.1
85	17.8	24.0	25.3	-	-	-	2.3	4.3	4.7	9.8	27.1	15.4	-	-	-	11.3	15.1	14.0
86	17.9	24.3	26.7	-	-	-	2.2	3.5	3.5	-	-	-	8.7	11.9	2.8	11.3	15.3	14.8
87	17.9	22.9	23.6	-	-	-	2.2	3.0	2.9	9.4	24.9	14.4	7.4	13.9	5.6	10.9	13.2	12.3
88	17.4	19.9	21.2	-	-	-	1.4	3.2	2.9	8.8	25.9	12.2	5.9	18.2	7.9	8.9	10.5	9.9
89	16.0	18.1	19.2	-	-	-	1.2	2.4	2.1	8.0	26.6	11.8	5.1	11.9	2.7	7.3	9.8	9.0
90	14.0	17.2	19.4	-	-	-	1.2	2.4	2.1	7.0	24.7	9.8	4.6	12.4	8.7	6.9	9.3	8.4
91	15.7	19.4	21.0	-	-	-	1.1	2.3	2.2	6.6	25.2	12.0	3.9	7.8	1.8	8.4	12.2	10.5
92	14.9	20.4	22.0	9.5	7.7	6.2	1.9	2.3	2.2	5.1	16.5	5.7	3.9	9.3	10.5	9.6	14.0	10.7
93	15.4	21.7	23.7	10.3	10.1	12.4	2.0	2.9	2.5	5.7	19.6	8.1	5.2	10.3	10.4	10.1	16.0	11.9
94	14.3	23.3	25.9	11.3	11.2	10.2	2.7	4.6	4.3	6.5	22.5	9.4	6.7	10.7	10.1	9.4	16.1	11.2
95	11.8	17.9	18.9	11.8	12.8	9.3	2.5	3.6	3.5	6.5	23.5	11.0	7.0	12.2	9.9	8.5	14.3	11.0

Source: Eurostat Labour Force Survey 1983-95, authors' calculations (from 1986 onwards persons from E and P, and from 1995 onwards persons from A, FIN and S are included under the heading of nationals from EU Member States)

Table 3.3: Women: Trends in Unemployment Rates in EU Member States by Nationality 1983-95 (%)

	B			D			DK			E			F			GR		
	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals
83	16.8	32.5	31.4	7.0	14.2	11.8	10.4	17.9	17.7	-	-	-	10.0	19.1	16.3	11.6	18.2	11.1
84	17.2	36.2	31.8	7.8	13.7	10.4	9.8	28.3	29.6	-	-	-	11.7	19.8	13.6	12.0	20.7	17.9
85	16.8	35.8	34.2	8.0	14.3	11.5	9.4	14.6	8.2	-	-	-	12.1	23.8	13.9	11.7	23.0	13.3
86	16.9	33.6	30.8	7.7	15.6	12.9	7.6	18.5	14.0	-	-	-	11.7	23.1	14.2	11.5	20.6	17.8
87	16.5	36.3	34.6	7.4	15.2	12.0	6.9	18.6	15.6	28.0	14.6	8.2	13.0	23.6	15.0	11.3	21.3	7.4
88	14.0	34.5	30.2	7.5	14.5	9.8	7.2	15.3	6.8	28.0	16.9	17.5	12.2	24.8	13.7	12.4	14.2	5.1
89	12.0	29.5	27.8	7.0	13.6	9.1	8.8	12.2	2.9	25.3	24.9	22.0	12.0	24.6	13.9	12.4	11.9	10.7
90	10.4	28.6	26.5	5.8	10.2	9.7	8.8	18.3	4.1	24.2	10.8	8.7	11.7	22.7	12.9	11.7	15.1	11.1
91	9.8	26.0	25.0	6.4	9.3	5.6	9.8	18.4	21.7	23.2	20.7	25.3	11.2	21.1	12.6	12.8	18.0	7.7
92	8.5	25.0	23.1	8.1	9.9	7.9	9.8	12.5	11.0	25.1	15.8	18.8	12.3	25.3	13.3	12.8	17.3	6.7
93	9.7	27.4	22.4	9.0	13.6	9.9	10.9	23.5	9.8	28.6	19.1	14.3	13.0	23.5	12.1	13.4	25.7	17.3
94	11.3	30.4	26.3	10.0	14.5	8.9	8.7	24.3	17.8	31.4	25.2	26.0	13.8	28.4	14.2	13.6	16.7	10.9
95	11.0	31.5	24.3	9.2	14.8	9.4	8.4	21.5	3.8	30.3	27.0	26.1	13.6	24.4	11.7	13.7	18.0	8.7

	IRL			I			L			NL			P			UK		
	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals
83	15.6	24.0	25.3	-	-	-	4.1	6.9	6.8	13.3	29.5	20.1	-	-	-	9.7	10.2	7.4
84	17.2	24.0	26.1	-	-	-	3.4	4.6	4.4	-	-	-	-	-	-	9.9	11.8	7.6
85	18.9	28.1	29.9	-	-	-	3.3	6.3	6.8	11.9	28.6	18.4	-	-	-	10.9	12.8	11.7
86	19.3	26.5	29.7	-	-	-	3.3	5.4	5.3	-	-	-	11.5	14.8	0.0	10.8	13.3	12.4
87	18.8	26.4	27.2	-	-	-	3.5	4.3	4.0	13.5	36.6	26.9	9.6	18.7	53.3	10.4	10.8	8.5
88	18.3	21.0	22.0	-	-	-	2.1	4.5	4.1	12.2	27.1	15.3	8.2	30.3	30.9	8.6	9.5	9.0
89	16.3	21.7	21.9	-	-	-	1.8	3.4	3.2	11.4	27.8	15.2	7.3	17.6	4.2	7.1	7.9	6.3
90	14.8	20.6	22.2	-	-	-	1.8	3.4	3.1	10.4	29.5	14.4	6.4	17.9	16.7	6.5	9.0	8.0
91	16.5	20.7	22.0	-	-	-	1.4	3.4	3.2	9.4	25.2	7.6	5.6	13.6	4.4	7.3	11.1	8.6
92	15.1	20.2	21.7	14.0	12.2	10.0	2.5	3.3	3.2	7.5	16.5	10.2	4.7	11.2	14.5	7.3	11.3	8.4
93	15.6	24.6	25.3	14.8	15.3	15.4	2.3	4.3	3.9	7.4	16.5	6.1	6.1	14.5	14.4	7.5	12.8	7.3
94	14.4	26.2	27.6	15.6	13.4	8.4	3.3	5.6	5.4	7.6	21.4	10.0	7.7	10.2	11.5	7.2	11.9	8.2
95	11.8	18.9	19.2	16.2	22.6	15.0	3.7	5.3	5.3	8.2	24.3	14.8	7.7	20.3	15.0	6.7	11.7	8.2

Source: Eurostat Labour Force Survey 1983-95, authors' calculations (from 1986 onwards persons from E and P, and from 1995 onwards persons from A, FIN and S are included under the heading of nationals from EU member states)

Table 3.4: Young People (< 25): Trends in Unemployment Rates in EU Member States by Nationality 1983-95 (%)

	B			D			DK			E			F			GR		
	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals
83	22.4	39.0	34.5	10.1	18.2	16.7	18.8	22.5	11.0	-	-	-	19.1	30.0	22.9	23.0	26.7	0.0
84	24.0	39.1	34.3	9.8	17.1	14.5	13.7	29.4	27.8	-	-	-	23.8	34.3	24.7	23.9	30.3	40.0
85	22.3	39.1	37.9	9.3	17.4	17.1	11.5	10.1	15.9	-	-	-	24.8	39.0	25.6	24.1	38.2	16.7
86	19.5	38.4	32.8	7.3	14.8	10.7	8.0	13.8	14.1	-	-	-	23.1	36.8	25.6	24.2	28.8	23.1
87	19.6	41.9	39.4	6.9	15.4	10.6	8.8	18.1	9.7	43.5	26.5	12.3	22.8	34.0	22.1	24.9	29.8	44.4
88	15.9	38.9	30.8	6.4	12.7	10.0	8.6	6.2	0.0	41.1	50.8	49.5	21.7	30.0	19.4	25.9	31.4	14.3
89	13.8	34.2	34.3	5.2	9.9	8.0	11.4	19.8	0.0	34.3	39.0	36.1	19.0	27.8	15.6	24.9	21.6	16.7
90	12.8	30.1	28.9	4.3	7.5	4.7	11.2	27.1	0.0	31.8	28.9	19.2	19.2	29.0	16.5	23.3	20.0	20.0
91	12.4	30.1	26.5	5.2	8.5	3.4	11.4	14.5	5.2	30.5	35.7	31.9	19.4	25.8	13.3	24.6	13.3	12.5
92	11.5	28.1	23.6	5.5	10.4	7.9	12.4	10.1	19.2	33.2	26.2	34.1	21.2	28.8	16.2	25.1	20.0	33.3
93	17.0	33.3	28.3	6.8	14.3	7.9	14.4	25.7	0.0	42.5	23.5	13.3	25.2	32.2	20.3	26.7	25.5	28.5
94	20.3	37.1	31.6	7.7	17.1	9.1	10.0	35.2	39.7	45.1	50.1	58.7	28.0	41.8	23.8	27.9	18.7	19.9
95	19.7	42.7	33.3	7.3	15.7	9.1	9.8	14.3	-	41.8	36.1	16.2	26.5	38.1	20.4	28.2	17.7	18.8

	IRL			I			L			NL			P			UK		
	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals	Nationals	All non-nationals	EU-nationals
83	21.0	32.5	34.7	-	-	-	6.1	8.3	7.8	20.4	37.2	23.6	-	-	-	20.2	22.0	21.1
84	23.2	31.1	33.2	-	-	-	4.9	6.4	3.9	-	-	-	-	-	-	18.9	26.0	25.3
85	24.6	37.7	40.0	-	-	-	5.3	8.6	10.8	16.9	37.6	25.7	-	-	-	18.1	23.5	20.6
86	25.9	34.5	37.3	-	-	-	5.7	6.9	7.1	-	-	-	20.3	23.8	21.8	18.6	19.5	16.8
87	25.8	33.3	34.8	-	-	-	5.0	6.1	5.8	16.1	38.9	24.9	17.5	17.0	19.3	16.2	15.9	13.2
88	25.0	32.6	35.8	-	-	-	4.3	5.5	5.3	13.6	31.7	20.5	14.1	39.9	17.9	13.1	16.6	14.7
89	21.7	28.7	30.0	-	-	-	2.7	4.8	3.9	12.3	37.0	17.7	11.6	20.4	22.4	10.3	13.6	14.1
90	19.6	26.1	29.1	-	-	-	3.1	4.6	4.0	10.2	31.6	19.5	10.2	31.4	48.0	10.4	11.4	4.1
91	22.9	28.6	31.1	-	-	-	2.1	3.7	3.7	10.2	34.9	18.7	8.7	10.8	0.0	13.8	17.1	15.5
92	22.5	32.7	33.4	27.3	21.9	28.5	3.8	3.4	3.2	7.7	16.0	8.3	9.7	12.8	18.7	15.6	19.9	15.8
93	24.7	35.5	34.4	29.9	24.0	22.9	4.9	3.6	3.5	9.7	25.5	14.9	12.0	21.5	21.4	17.3	25.9	20.9
94	22.6	41.5	43.4	31.6	30.8	73.3	6.6	9.4	9.3	10.7	25.9	12.5	14.6	7.7	7.0	16.2	20.7	10.3
95	18.9	24.3	23.8	32.8	29.1	-	6.1	8.5	7.4	11.5	26.9	17.9	16.0	13.8	19.6	15.3	22.6	24.1

Source: Eurostat Labour Force Survey 1983-95, authors' calculations (from 1986 onwards persons from E and P, and from 1995 onwards persons from A, FIN and S are included under the heading of nationals from EU member states)

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Table 3.5: Unemployment Rates among Nationals, Foreign-Born Nationals, EU- and Third Country Nationals in 1995 (D: 1992)

	Nationals		Non-Nationals		
	overall	foreign born	overall	EU	non-EU
A	4.1	6.7	6.9	1.2	7.6
B	8.1	13.3	23.4	17.4	36.7
D*	6.1	9.7	9.0	5.4	10.5
DK	6.8	11.0	18.4	7.3	26.9
E	22.7	28.5	23.1	19.2	25.2
F	11.2	13.5	21.7	10.5	29.2
GR	9.0	19.0	13.7	8.1	14.5
IRL	11.8	13.8	17.9	18.9	13.9
L	2.5	4.7	3.6	3.5	5.5
NL	6.5	16.0	23.5	11.0	33.2
P	6.9	10.1	12.4	9.9	15.0
S	7.6	21.4	19.7	14.5	24.7
UK	8.5	11.2	14.3	11.0	16.9

Source: Eurostat Labour Force Survey 1995 (1992), authors' calculations

* In 1992 persons from A, FIN and S were included under the heading of nationals from third countries.

Table 3.6: Educational Level of Labour Forces in EU Member States by Nationality in 1995 (%)

	EU 15	A	B	D	DK	E	FIN	F	GR	IRL	I	L	NL	P	SE	UK
Level of education																
Nationals																
Low	37.3	24.5	33.3	14.0	20.8	63.4	29.4	32.3	51.5	44.4	55.6	43.2	17.6	75.8	24.7	43.2
Average	42.6	67.1	37.7	61.6	53.9	16.8	48.7	46.8	32.1	32.1	34.7	37.6	59.6	12.2	48.7	34.3
High	20.1	8.4	29.0	24.4	25.3	19.9	21.8	20.9	16.4	23.5	9.7	19.2	22.7	12.0	26.6	22.6
EU-nationals																
Low	48.0	13.8*	43.1	40.9	19.1*	38.3	37.0*	63.8	13.4*	32.9	28.1*	62.5	22.6	35.9*	31.7	62.1
Average	33.8	51.1	36.2	42.7	38.2*	18.2*	57.1*	24.2	50.7*	25.6*	37.4*	19.9	52.1	37.3*	42.1	19.7
High	18.2	35.1	20.7	16.4	42.6	43.5	5.9*	12.0	35.9*	41.5	34.4*	17.6	25.3	26.8*	26.2	18.2
3rd country nationals																
Low	52.1	57.0	58.3	46.1	35.0	48.7	43.9*	64.4	43.5	15.7*	57.7	63.0*	42.5	15.6*	21.4	62.9
Average	33.7	36.7	25.6	41.8	35.2	18.2	53.5*	22.8	38.5	25.6*	26.6	23.4*	43.9	50.3*	45.0	16.0
High	14.2	6.3	16.2	12.1	29.8*	33.0	2.6*	12.8	18.0	58.8*	15.7	13.6*	13.7	34.1*	33.7	21.1

* No. of cases (weighted) < 10 000

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 3.7: Unemployment Rates by Level of Education and Nationality in EU Member States in 1995 (%)

	A	B	D	DK	E	FIN	F	GR	IRL	I	L	NL	P	S	UK
Educational level															
Nationals															
No school-leaving qualification	15.1	12.9	23.0	-	21.0	18.1	12.0	5.9	18.7	10.3	4.1*	7.2	6.6	8.0	8.8
Secondary schooling, stage 1	4.3	11.3	8.4	7.2	27.7	21.8	13.2	12.5	16.8	12.7	2.7	6.7	9.6	10.7	9.9
Secondary schooling, stage 2	3.0	8.0	5.1	8.4	24.6	18.6	11.2	13.5	9.0	13.0	1.5*	7.4	9.6	9.1	8.9
Tertiary education	2.2	3.5	4.4	5.0	17.8	7.3	6.8	6.5	4.6	7.1	0.2*	4.7	3.9	3.1	4.1
EU-nationals															
No school-leaving qualification	-	23.7	13.2	-	23.7	-	9.6	-	32.3	-	3.5	17.8	-	19.7	15.3
Secondary schooling, stage 1	1.7*	18.5	9.8	13.1	18.7	-	13.8	-	25.4	-	3.8*	8.2	16.6*	15.8	10.7
Secondary schooling, stage 2	2.0*	19.9	7.2	10.6*	21.4	48.4*	13.6	8.4*	21.6	22.5	3.8*	11.4	20.9*	16.9	18.5
Tertiary education	-	5.6	3.9	-	16.4	-	9.6	11.2*	10.8	7.0*	2.5*	3.3	-	7.6	3.9
3rd country nationals															
No school-leaving qualification	9.3	40.3	19.9	-	24.1	100.0*	30.3	7.6	8.6*	9.8	6.5*	30.2	-	27.0	28.6
Secondary schooling, stage 1	8.1	38.0	16.2	32.3	22.6	7.4*	31.6	13.7	16.5*	14.6	5.6*	37.6	-	36.4	17.0
Secondary schooling, stage 2	5.1	37.4	18.8	27.4	17.0	21.3*	25.9	18.4	21.4*	22.3	6.9*	40.6	17.1*	26.2	16.7
Tertiary education	2.3*	25.2	20.8	16.6	31.7	-	24.3	18.9	10.9*	6.1*	-	31.4	18.1*	16.9	13.0

- No calculations possible

* No. of cases of unemployment (weighted) < 1000

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 3.8: Last Occupation Practised by Unemployed Person, by Nationality, in 1995 (%)

	A			B			D			DK			E		
	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals
Armed forces				0.2	0.0	0.0	0.3	0.0	0.1	0.4	0.0	0.0	0.0	0.0	0.0
Manager	3.0	0.0	4.5	4.9	5.5	2.4	3.4	3.4	2.1	3.6	0.0	2.5	1.9	18.0	6.0
Professional	2.5	0.0	0.0	6.1	2.9	2.7	5.6	4.6	7.4	5.2	0.0	5.3	3.3	8.3	9.9
Technician	10.3	0.0	3.4	8.1	4.5	1.1	14.2	7.1	5.8	11.3	7.2	2.0	5.4	5.8	2.5
Clerk	13.6	41.7	5.9	15.7	12.1	3.4	12.2	6.5	4.0	14.5	0.0	2.6	9.8	18.3	1.1
Service worker	19.2	0.0	19.2	18.4	16.7	12.9	11.7	11.7	9.9	20.3	6.7	26.8	17.8	16.7	20.1
Farmer/agric. worker	0.2	0.0	0.0	1.0	0.7	2.2	3.0	0.9	1.4	2.6	0.0	0.0	2.2	10.5	4.2
Craft worker	21.3	0.0	38.2	17.0	30.7	22.3	19.3	20.5	23.1	6.7	8.9	5.4	18.9	9.0	19.8
Assembler	16.5	17.6	11.1	9.7	8.9	14.3	9.8	12.6	13.6	9.2	9.6	17.3	9.3	3.6	6.5
Elementary occupation	13.4	40.7	17.7	19.0	18.1	38.8	20.5	32.6	32.5	26.1	67.6	38.1	31.3	9.9	30.0
No. of cases (1000)	86.7	9.5	14.7	210.9	27.9	19.9	2296.9	85.3	326.7	176.1	1.7	6.0	2535.5	6.1	16.0

	GR			IRL			I			L			UK		
	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals
Armed forces	0.2	0.0	0.0	0.4	0.0	0.0	0.4	0.0	0.0	1.3	0.0	0.0	0.5	0.0	0.5
Manager	3.8	16.7	5.6	3.9	6.2	3.2	0.9	0.0	0.0	1.3	5.2	0.0	8.1	6.2	12.4
Professional	4.3	16.7	9.1	4.3	14.4	18.3	3.6	42.6	0.0	6.1	8.4	18.0	5.8	1.6	11.1
Technician	6.7	0.0	3.6	2.9	7.6	18.3	7.1	0.0	6.3	10.5	4.7	0.0	5.5	5.8	6.0
Clerk	12.9	50.0	9.8	10.0	11.5	14.0	10.4	57.4	6.9	27.5	8.1	0.0	13.8	10.3	8.7
Service worker	19.9	0.0	14.0	23.5	20.1	24.5	18.3	0.0	38.7	15.7	18.8	18.3	16.7	22.2	19.8
Farmer/agric. worker	1.4	0.0	1.3	1.0	2.0	0.0	2.8	0.0	0.0	1.3	0.0	23.1	1.4	0.6	0.5
Craft worker	27.6	16.7	33.3	23.1	16.9	9.0	24.1	0.0	7.1	13.1	23.8	40.6	18.6	14.1	15.0
Assembler	10.9	0.0	7.8	9.7	5.7	3.8	8.3	0.0	7.5	7.4	2.2	0.0	12.2	11.9	11.2
Elementary occupation	12.3	0.0	15.5	21.1	15.5	8.9	24.2	0.0	33.5	15.9	28.8	0.0	17.6	27.2	14.7
No. of cases (1000)	192.4	0.4	5.3	102.3	4.9	0.9	952.8	1.0	4.0	1.7	1.5	0.1	1874.6	38.7	72.4

No information is available in the EU member states not cited. Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 3.9: Last Employment Sector of Those Unemployed in 1995 (%)

	A			B			D			DK			E			F		
	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals
Agriculture	1.3	0.0	0.0	0.6	1.3	1.6	5.2	0.9	3.5	4.2	0.0	5.2	10.0	5.6	8.8	2.9	3.4	3.4
Industry	46.7	59.3	54.1	33.7	42.4	42.1	45.0	51.6	53.2	28.0	9.6	42.4	35.6	24.5	27.4	30.9	44.1	50.0
Services	52.1	40.7	45.9	65.7	56.3	56.3	49.8	47.5	43.3	67.9	90.4	52.4	54.4	69.9	63.8	66.1	52.5	46.6

	GR			IRL			L			NL			UK		
	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals
Agriculture	2.9	0.0	4.0	4.3	5.2	1.9	0.0	0.0	23.1	2.6	0.0	2.0	2.1	4.0	1.4
Industry	42.1	33.3	50.2	42.7	30.1	20.8	23.0	24.0	35.6	30.0	25.6	43.1	37.4	34.3	32.0
Services	55.0	66.7	45.8	53.0	64.7	77.3	77.0	76.0	41.4	67.4	74.4	54.9	60.5	61.8	66.6

No information is available in the EU member states not cited.
Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 3.10: Employment Rates in EU Member States by Nationality, Gender and Age in 1995 (%)

	EU 15	A	B	D	DK	E	FIN	F	GR	IRL	I	L	NL	P	S	UK
Total	**49.4**	**56.8**	**45.8**	**53.0**	**60.1**	**37.2**	**50.7**	**48.8**	**44.7**	**47.5**	**41.8**	**49.3**	**55.0**	**54.0**	**65.3**	**56.2**
Nationals	49.4	56.0	46.6	52.9	60.3	37.2	50.8	49.1	44.6	47.6	41.7	44.8	55.7	54.1	66.1	56.4
Non-Nationals, total	50.4	67.1	37.4	54.6	50.2	44.5	44.3	44.7	56.9	43.8	51.8	58.8	39.8	38.6	48.7	49.9
of whom, EU-nationals	57.0	55.8	44.1	64.1	67.6	38.2	51.1	55.0	51.3	44.8	53.0	60.1	60.9	35.1	60.3	54.3
Women, total	**39.5**	**47.0**	**35.6**	**43.1**	**52.5**	**24.7**	**47.2**	**41.4**	**30.6**	**35.1**	**28.5**	**34.3**	**44.1**	**45.6**	**63.0**	**48.8**
Nationals	39.6	46.3	36.6	43.2	52.8	24.7	47.2	41.9	30.4	35.2	28.4	29.8	44.7	45.7	63.9	49.0
Non-Nationals, total	38.8	55.8	22.8	41.6	36.1	31.0	43.7	32.3	43.6	33.1	33.7	43.9	29.4	23.4	47.4	43.6
of whom, EU-nationals	47.0	47.4	28.5	52.1	51.4	27.0	33.0	46.1	46.0	34.1	46.0	45.4	46.5	19.9	61.7	50.5
< 25, total	**37.2**	**58.1**	**26.6**	**48.0**	**65.9**	**24.1**	**29.2**	**26.1**	**26.5**	**36.4**	**26.1**	**38.2**	**54.5**	**36.2**	**40.9**	**53.9**
Nationals	37.3	58.2	27.5	48.9	66.6	24.0	29.0	26.4	26.1	36.7	26.1	34.9	56.3	36.3	41.4	54.5
Non-Nationals, total	36.0	57.5	17.1	42.8	41.9	33.9	45.5	20.4	47.2	26.6	22.3	42.9	28.0	25.2	29.6	33.9
of whom, EU-nationals	43.4	32.0	25.2	50.4	53.6	44.0	25.3	37.7	39.6	30.7	40.0	43.6	41.3	27.9	35.5	45.6

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 3.11: Trends in Employment Rates 1983-95 (%)

	B			D			DK			E			F			GR		
	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU
83	45.2	40.4	42.5	50.1	60.9	65.4	59.2	55.9	75.6				53.1	50.5	46.0	47.9	39.1	50.4
84	44.2	38.8	44.6	50.5	62.8	67.4	60.7	53.3	59.6				52.0	49.5	45.7	47.6	36.2	41.1
85	44.6	40.2	43.2	50.6	61.3	65.5	61.5	60.1	70.5				51.5	48.0	46.1	47.6	39.7	46.7
86	44.6	39.5	44.7	51.2	59.0	64.7	63.5	59.1	75.2				51.7	48.1	55.2	47.3	36.7	41.9
87	44.3	36.6	40.7	51.1	57.9	64.8	62.7	59.6	75.3	38.1	38.5	38.9	51.0	46.6	53.7	46.8	37.3	39.0
88	44.4	35.6	41.7	51.8	58.8	65.3	63.7	52.1	72.5	38.7	37.2	40.1	50.8	46.8	52.3	47.1	40.4	47.7
89	45.1	35.8	41.2	52.4	59.7	66.8	62.3	54.4	75.4	39.9	35.4	37.4	51.0	47.1	54.4	46.8	39.2	42.1
90	45.6	36.4	40.2	54.9	59.5	67.1	62.6	53.3	71.6	40.7	35.3	33.7	50.8	47.6	55.4	46.5	41.2	50.9
91	46.5	38.4	42.9	56.0	59.3	66.1	61.8	53.6	64.6	40.5	39.8	39.5	50.5	47.0	54.6	44.6	45.0	42.9
92	47.0	38.5	42.6	54.6	59.7	66.7	62.1	56.7	67.1	39.6	47.5	44.6	50.1	45.9	54.0	44.8	49.1	52.4
93	46.3	39.2	44.4	53.6	57.1	64.7	60.5	43.9	60.8	37.3	45.3	41.9	49.5	45.0	53.2	44.4	50.9	43.7
94	46.1	38.4	44.1	52.9	55.3	63.5	59.6	42.2	73.6	36.6	39.4	35.4	48.7	43.8	54.4	44.6	54.1	45.9
95	46.6	37.4	44.1	52.9	54.6	64.1	60.3	50.2	67.6	37.2	44.5	38.2	49.1	44.7	55.0	44.6	56.9	51.3

	IRL			I			L			NL			P			UK		
	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU
83	47.0	42.1	43.6				45.2	62.7	56.9	45.0	45.1	53.6				52.4	52.7	56.6
84	45.3	40.5	42.1				45.5	63.1	57.1							53.3	52.6	55.0
85	43.9	40.8	40.9				46.3	62.5	55.7	45.5	41.8	53.2				54.1	52.8	55.1
86	43.9	39.5	39.3				46.0	63.6	64.2				53.5	47.6	43.4	54.1	51.8	53.8
87	44.0	39.6	41.0				46.8	63.8	64.6	50.8	42.1	53.0	54.3	43.7	40.5	54.8	51.9	54.6
88	44.0	41.6	42.2				45.9	62.2	62.9	50.8	42.1	58.5	55.0	49.5	45.9	56.4	54.4	57.0
89	44.3	40.9	41.5				46.1	62.1	62.7	51.5	42.1	59.6	55.9	57.8	48.9	58.3	56.7	59.5
90	45.6	42.2	42.9				45.1	60.4	61.0	53.2	41.7	58.4	56.2	51.9	36.8	58.7	57.3	60.2
91	44.8	44.1	44.2				46.9	62.6	63.0	54.0	40.7	59.3	58.2	56.2	53.0	57.5	53.2	56.7
92	44.8	40.2	40.0	43.8	46.6	47.4	47.4	64.7	65.5	55.3	43.8	63.7	57.1	43.4	42.0	56.5	51.8	55.9
93	45.1	43.3	44.1	42.9	48.1	47.9	45.9	64.1	64.9	55.1	42.1	61.7	55.7	50.5	44.1	55.7	49.6	52.8
94	46.2	41.6	41.0	42.0	49.3	47.2	44.6	63.4	64.2	55.4	40.3	58.5	54.6	46.5	45.5	56.1	48.8	55.3
95	47.6	43.8	44.8	41.7	51.8	53.0	44.8	58.8	60.1	55.7	39.8	60.9	54.1	38.6	35.1	56.4	49.9	54.3

Source: Eurostat Labour Force Survey 1983-95, authors' calculations (from 1986 onwards persons from E and P, and from 1995 onwards persons from A, FIN and S are included under the heading of nationals from EU member states)

Table 3.12: Trends in Employment Rates Among Women 1983-1995 (%)

	B			D			DK			E			F			GR		
	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU
83	30.5	21.3	23.3	36.8	42.9	47.7	52.2	48.3	44.7				41.7	31.0	28.0	29.7	24.3	34.1
84	30.1	20.1	25.8	36.9	46.1	50.3	53.4	45.3	45.4				41.4	31.3	27.6	29.9	20.9	31.7
85	30.5	21.4	24.2	37.2	45.3	49.7	54.0	54.2	63.2				41.3	29.8	30.4	30.7	24.9	35.5
86	30.9	22.9	27.1	37.9	41.5	47.1	56.1	56.2	64.0				41.9	31.4	43.2	30.6	23.6	31.4
87	30.8	20.1	24.1	38.0	40.5	49.5	56.1	54.8	65.8	21.8	27.4	24.3	41.2	29.4	41.5	30.6	25.2	26.3
88	31.7	20.2	25.0	38.7	40.7	48.7	56.4	50.1	61.9	22.8	27.5	29.0	41.3	29.9	41.0	31.3	26.4	33.3
89	32.2	21.3	26.2	39.3	40.7	50.7	55.2	51.1	72.6	23.9	23.0	25.2	41.6	29.5	42.1	31.3	30.8	29.8
90	33.2	20.8	24.4	42.5	43.8	50.5	56.1	46.7	64.7	24.7	23.3	23.9	41.6	30.3	41.8	31.3	29.7	39.2
91	34.8	22.4	26.5	45.1	43.7	50.0	55.7	48.7	51.6	25.0	24.7	23.8	42.0	31.3	42.6	28.8	32.3	34.3
92	36.2	23.7	27.1	43.9	44.6	51.2	56.3	53.0	60.4	25.0	36.8	34.3	41.8	30.1	41.9	29.8	36.0	45.9
93	36.3	23.3	27.8	43.2	42.9	49.3	55.2	43.5	62.1	24.1	34.7	33.7	41.9	31.7	43.2	29.8	33.8	34.9
94	36.2	22.2	26.5	42.9	42.4	50.4	53.4	36.8	66.0	24.0	29.4	25.4	41.5	31.3	46.1	30.1	40.6	35.2
95	36.6	22.8	28.5	43.2	41.6	52.1	52.8	36.1	51.4	24.7	31.0	27.0	41.9	32.3	46.1	30.4	43.6	46.0

	IRL			I			L			NL			P			UK		
	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU
83	28.8	27.9	28.4				27.8	43.5	38.0	29.5	23.9	33.0				41.1	43.5	48.9
84	27.7	26.9	27.5				28.2	44.4	38.4							42.4	43.1	46.9
85	26.9	26.9	26.5				29.3	46.1	38.7	30.6	24.9	33.8				43.3	43.5	46.2
86	27.3	26.4	25.9				29.1	47.1	47.9				40.3	33.6	30.0	43.8	42.0	46.8
87	28.3	25.9	27.0				29.9	47.5	48.8	36.1	20.1	25.8	41.9	27.8	-	44.8	43.2	48.3
88	28.1	27.7	28.0				29.2	45.5	46.4	36.8	28.0	43.8	42.8	32.0	18.7	46.3	44.8	48.4
89	28.9	27.6	28.4				29.6	45.9	46.3	37.6	26.8	39.5	43.7	46.9	49.2	48.3	48.9	51.4
90	30.1	28.8	29.2				28.7	44.2	44.7	39.6	25.9	41.1	44.5	40.4	28.3	49.0	48.1	51.5
91	30.0	30.6	31.0				30.9	46.8	47.4	40.8	27.9	51.4	47.1	45.1	38.4	48.5	45.3	49.7
92	31.2	30.2	29.9	29.3	30.5	31.9	32.9	50.7	51.8	42.9	31.3	46.4	47.2	29.0	31.6	48.6	45.7	50.8
93	32.5	32.1	33.3	28.6	32.2	37.6	31.1	48.9	50.0	43.4	31.9	45.4	46.4	41.4	31.0	48.6	44.3	49.5
94	33.8	29.2	29.7	28.4	36.6	48.0	30.6	49.2	49.6	44.5	28.8	43.6	45.7	38.0	25.9	48.8	43.5	51.0
95	35.2	33.1	34.1	28.4	33.7	46.0	29.8	43.9	45.4	44.7	29.4	46.5	45.7	23.4	19.9	49.0	43.6	50.5

Source: Eurostat Labour Force Survey 1983-95, authors' calculations (from 1986 onwards persons from E and P, and from 1995 onwards persons from A, FIN and S are included under the heading of nationals from EU member states)

Table 3.13: Trends in Employment Rates among 15-24-Year-Olds 1983-1995 (%)

	B			D			DK			E			F			GR		
	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom EU
83	34.5	23.4	28.3	45.6	38.5	46.8	53.3	32.3	60.1				43.6	31.8	36.7	32.9	29.5	64.0
84	32.7	21.7	27.7	51.7	46.1	53.1	64.2	38.1	38.6				40.0	30.7	35.2	31.7	19.7	25.0
85	33.0	24.6	28.2	53.3	43.2	46.2	67.2	53.4	65.9				39.1	26.7	38.7	30.9	20.5	47.6
86	34.9	22.2	28.8	55.4	45.2	52.9	69.5	51.7	62.3				39.8	27.5	40.2	29.6	21.8	27.8
87	33.9	20.5	25.9	56.1	42.5	53.6	69.3	43.4	56.2	27.9	33.3	49.6	38.7	27.2	40.1	28.7	22.0	21.7
88	31.9	21.5	30.1	57.4	45.3	54.0	70.0	44.0	61.3	29.3	22.1	28.8	36.7	27.7	40.9	29.1	19.8	28.6
89	31.4	20.8	24.7	57.3	45.3	54.5	67.1	48.0	83.5	31.3	24.2	27.9	37.1	27.7	42.0	30.0	25.3	25.0
90	31.2	23.2	27.4	59.5	45.0	53.9	65.6	43.0	76.6	32.1	24.5	31.0	36.2	29.5	45.0	30.3	29.4	20.0
91	32.3	22.9	29.9	58.4	45.8	55.2	65.3	45.5	67.3	31.5	32.2	38.6	32.5	27.3	42.5	29.0	37.5	38.9
92	32.4	23.6	29.0	55.9	46.4	55.1	63.6	42.5	38.9	29.5	35.9	38.7	31.3	26.8	40.7	28.3	36.5	27.6
93	29.0	20.1	25.7	53.1	44.1	52.2	60.9	33.0	53.6	24.6	34.7	46.5	28.8	22.7	35.5	27.3	38.0	25.5
94	28.1	21.5	29.1	51.0	43.6	53.7	63.0	-	51.1	23.6	18.5	16.2	26.5	20.4	40.3	26.5	42.7	40.2
95	27.5	17.1	25.2	48.9	42.8	50.4	66.6	41.9	53.6	24.0	33.9	44.0	26.4	20.4	37.7	26.1	47.2	39.6

	IRL			I			L			NL			P			UK		
	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom EU
83	48.0	34.5	35.5				56.0	57.1	52.5	39.0	27.1	32.1				51.8	37.9	47.4
84	45.7	32.0	34.9				54.1	58.6	55.0							54.3	35.9	45.1
85	43.6	33.5	33.7				54.7	55.3	47.2	39.1	27.2	33.2				57.4	43.4	54.5
86	41.9	32.6	34.3				54.4	54.7	55.2				48.9	34.6	25.6	57.2	44.2	55.8
87	40.6	29.9	32.8				51.2	58.2	59.1	50.9	26.5	36.1	50.8	33.5	30.2	59.8	45.4	61.0
88	39.3	30.2	31.0				47.1	56.6	57.1	49.7	31.7	40.0	52.1	31.1	23.6	62.2	46.4	63.1
89	40.1	27.1	30.3				49.2	54.6	56.0	51.0	27.7	40.8	52.6	38.6	23.8	65.5	51.8	66.7
90	40.4	30.6	33.3				42.3	45.5	46.5	54.1	33.0	47.8	52.6	30.7	16.4	64.7	54.3	72.1
91	37.8	35.4	37.2				50.9	53.6	53.6	55.3	25.8	43.4	51.7	43.9	68.2	61.1	41.4	55.4
92	35.9	25.4	27.1	31.4	32.9	28.7	47.2	53.2	53.1	57.3	36.7	52.8	46.1	35.3	32.7	57.8	41.2	53.9
93	35.2	29.7	35.4	28.7	32.8	35.2	42.9	50.1	50.4	55.4	34.0	49.5	41.9	31.8	29.9	55.1	35.9	51.2
94	36.1	23.4	25.6	26.7	35.0	11.3	39.6	47.4	48.5	55.5	28.9	40.4	38.7	33.8	34.8	54.6	38.4	61.1
95	36.7	26.6	30.7	26.1	22.3	40.0	34.9	42.9	43.6	56.3	28.0	41.3	36.3	25.2	27.9	54.5	33.9	45.6

Source: Eurostat Labour Force Survey 1983-95, authors' calculations (from 1986 onwards persons from E and P, and from 1995 onwards persons from A, FIN and S are included under the heading of nationals from EU member states)

Table 3.14: **Employment Rates among Women by Nationality in 1995 (D: 1992)**

	Nationals		Non-Nationals		
	overall	foreign born	Overall	EU	3rd country
A	46.3	35.0	55.9	47.8	57.5
B	36.6	30.5	22.8	28.5	13.6
D	43.8	28.8	45.3	51.5	42.8
DK	52.9	40.8	35.5	51.4	28.6
E	24.7	30.9	31.0	27.0	34.6
F	42.2	37.9	32.6	46.3	24.2
GR	30.4	29.3	43.6	46.0	43.0
IRL	35.2	44.6	33.2	34.2	29.9
L	29.8	25.1	43.9	45.4	29.3
NL	44.7	36.7	29.5	46.5	21.2
P	45.6	42.9	22.4	19.9	25.9
S	63.9	53.7	47.4	61.7	37.0
UK	49.0	43.7	43.6	50.5	38.3

Source: Eurostat Labour Force Survey 1995 (1992), authors' calculations

Table 3.15 (I): **Occupations of Those in Employment in EU Member States by Nationality in 1995 (%)**

	A			B			D			DK			F		
	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals
Armed forces	0.3	0.0	0.0	1.1	0.1	0.7	0.6	0.0	0.0	0.6	0.0	0.0	1.4	0.2	0.1
Manager	7.7	15.8	2.4	10.4	15.0	12.4	6.1	9.2	3.3	6.5	11.9	9.4	7.9	5.4	7.4
Professional	9.0	23.8	3.2	18.5	11.4	7.6	12.0	8.8	5.1	12.2	20.1	17.4	10.6	6.4	5.7
Technician	13.8	21.4	5.5	10.2	10.0	3.5	19.7	11.4	8.1	16.8	20.6	11.2	17.4	6.3	5.0
Clerk	15.2	9.1	3.0	17.0	11.2	6.8	13.8	8.1	5.4	12.7	11.6	5.4	14.9	5.5	5.8
Service worker	11.9	11.5	8.4	10.0	9.8	12.7	10.7	13.4	12.2	15.6	8.7	7.2	12.0	9.3	13.3
Farmer/agricultural worker	6.3	1.5	0.1	2.6	1.0	1.7	2.4	0.8	0.8	3.4	7.5	1.7	5.1	3.1	3.9
Craft worker	18.9	8.3	28.8	13.4	20.2	16.2	18.3	19.6	26.5	12.6	6.6	11.1	13.3	29.4	20.8
Assembler	8.7	6.1	18.1	8.0	10.7	14.1	7.1	12.3	15.7	8.2	10.3	11.0	10.5	15.1	19.4
Elementary occupation	8.1	2.5	30.6	8.8	10.7	24.3	9.5	16.6	22.8	11.5	2.7	25.6	6.8	19.1	18.6
No. of cases (thousands)	3330.3	42.4	300.2	3538.3	186.2	65.0	32790.8	1002.4	1988.8	2556.2	22.0	22.5	20801.1	565.0	664.0

	E			GR			I			P		
	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals
Armed forces	0.4	0.0	0.0	1.0	0.0	0.1	0.0	0.0	0.0	0.7	0.0	0.0
Manager	8.3	16.6	8.4	10.2	10.3	3.5	1.2	5.3	1.9	9.0	28.4	21.8
Professional	10.0	27.0	12.8	11.2	22.3	6.1	9.8	30.8	6.8	6.8	8.2	19.1
Technician	7.3	7.4	7.0	5.7	11.4	3.4	13.8	13.2	5.4	10.7	6.5	13.8
Clerk	10.1	4.0	3.3	10.3	19.0	2.9	14.8	10.5	3.9	11.0	9.1	6.1
Service worker	13.9	20.2	17.2	11.6	22.1	12.4	15.9	23.3	12.2	13.9	11.6	11.6
Farmer/agricultural worker	7.1	3.8	2.3	20.2	3.1	2.7	4.4	0.0	1.5	9.7	0.0	2.9
Craft worker	17.4	7.1	10.2	16.6	6.4	32.1	20.5	5.9	20.8	21.0	14.5	18.3
Assembler	11.1	8.8	3.9	7.1	1.7	5.0	9.7	2.5	9.8	7.1	8.7	0.0
Elementary occupation	14.5	3.1	34.8	6.0	3.7	31.7	9.7	8.5	37.7	10.0	12.9	6.5
No. of cases (thousands)	11933.3	35.7	58.5	3758.8	8.5	53.2	19151.1	18.6	65.6	4376.9	9.6	8.8

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 3.15 (II): Occupations of Those in Employment in EU Member States by Nationality in 1995 (%)

	L			NL			IRL			UK		
	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals
Armed forces	0.4	0.1	0.0	0.6	0.7	0.3	2.2	1.8	2.0	0.5	0.2	2.5
Manager	6.9	7.9	9.5	12.6	11.3	7.1	8.6	12.4	11.3	14.9	18.8	16.8
Professional	13.8	10.7	8.9	14.5	16.5	7.6	14.6	22.5	37.5	14.7	21.4	19.6
Technician	16.6	9.5	6.8	18.2	16.1	7.9	4.0	5.5	7.2	8.3	6.8	6.9
Clerk	21.0	10.2	7.5	13.3	12.8	7.3	14.2	9.7	7.3	16.6	11.9	10.2
Service worker	9.0	9.8	17.2	13.6	15.0	14.8	16.6	19.5	20.9	14.1	17.6	17.9
Farmer/ agricultural worker	5.1	1.7	1.3	1.8	0.9	1.3	9.4	3.0	3.1	1.2	0.5	0.1
Craft worker	11.7	21.9	16.4	10.8	12.6	14.7	12.9	10.9	3.9	12.7	8.3	8.5
Assembler	8.5	8.7	11.0	7.3	9.2	18.3	8.6	6.1	3.7	8.5	5.8	7.8
Elementary occupation	6.9	19.4	21.4	7.3	5.0	20.8	8.8	8.7	3.2	8.5	8.9	9.8
No. of cases (thousands)	99.3	58.2	4.4	6319.5	106.0	96.4	1224.7	27.3	7.6	24934.7	402.8	463.1

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 3.16 (I): Persons in Employment by Sector of Industry and Nationality 1986-1995 in EU Member States (%)

	B			D*			F			DK		
	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals
1986												
Agriculture	3.4	0.8	0.7	5.3	1.7	0.9	7.9	2.9	3.3	6.1	6.1	2.1
Industry	31.0	47.7	40.5	38.7	58.5	60.8	30.1	53.7	47.6	28.7	26.7	30.9
Services	65.7	51.6	58.9	56.0	39.8	38.3	62.0	43.4	49.1	65.3	67.2	67.0
1991												
Agriculture	2.8	1.1	0.7	4.4	1.8	1.0	6.2	3.1	3.0	5.7	8.1	2.7
Industry	29.5	46.0	44.4	39.1	55.2	57.7	29.1	49.0	42.8	27.5	31.0	31.2
Services	67.7	52.9	54.8	56.5	43.0	41.3	64.7	47.9	54.2	66.7	60.9	66.0
1995												
Agriculture	2.8	0.9	1.5	3.3	1.1	1.3	5.0	3.0	3.2	4.4	7.8	4.2
Industry	27.6	39.6	32.5	34.8	43.8	51.1	26.2	43.4	36.4	26.9	33.6	35.3
Services	69.6	59.6	66.0	61.8	55.2	47.6	68.8	53.6	60.3	68.7	58.5	60.6

	L			NL**			IRL			UK		
	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals
1986												
Agriculture	5.1	0.8	1.3	5.2	2.0	2.6	16.4	4.0	5.2	2.3	0.7	0.6
Industry	27.2	36.6	32.7	26.6	37.9	48.0	29.8	29.8	18.4	34.0	32.0	33.6
Services	67.7	62.6	66.1	68.2	60.1	49.4	53.8	66.3	76.5	63.7	67.3	65.8
1991												
Agriculture	4.5	1.3	1.7	4.5	0.9	1.9	14.2	6.0	3.1	2.4	0.4	0.2
Industry	25.2	37.6	25.5	25.3	28.6	38.8	29.0	33.6	23.4	31.4	29.3	24.3
Services	70.3	61.1	72.8	70.3	70.5	59.4	56.8	60.4	73.4	66.2	70.3	75.5
1995												
Agriculture	5.2	1.8	2.0	3.9	0.1	1.4	12.2	5.5	5.1	2.1	0.6	0.7
Industry	21.0	32.6	25.1	23.2	22.0	35.0	27.9	24.1	18.8	27.6	23.8	18.8
Services	73.9	65.6	72.9	72.9	77.9	63.6	59.9	70.4	76.1	70.2	75.6	80.5

Source: Eurostat Labour Force Survey 1986-95, authors' calculations / * 1986 West Germany only ** Data from 1987

Table 3.16 (II): Persons in Employment by Sector of Industry and Nationality 1986-1995 in EU Member States (%)

		E*			GR			P	
	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals
1986									
Agriculture	15.2	7.8	5.1	28.6	14.7	5.1	21.5	18.6	7.2
Industry	32.4	23.3	7.6	26.2	20.0	29.8	33.8	24.6	37.1
Services	52.4	68.9	87.3	45.2	65.3	65.1	44.7	56.8	55.7
1991									
Agriculture	10.9	3.9	3.4	22.3	4.5	1.9	17.5	2.3	6.7
Industry	33.1	33.7	19.4	25.6	18.2	37.0	33.9	28.8	30.7
Services	56.0	62.4	77.2	52.0	77.3	61.0	48.6	68.9	62.6
1995									
Agriculture	9.3	6.0	7.7	20.7	3.1	5.3	11.6	0.0	2.9
Industry	30.3	19.2	16.7	23.0	13.9	40.0	32.0	47.2	39.5
Services	60.4	74.8	75.6	56.3	83.0	54.8	56.4	52.8	57.6

* Data from 1987

Source: Eurostat Labour Force Survey 1986-95, authors' calculations

Table 3.17 (I): Persons in Employment by Sector of Industry and Nationality in EU Member States in 1995 (%)

	A			B			D			DK			F		
	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals
Agriculture	8.0	1.5	0.9	2.8	0.8	1.5	3.3	1.1	1.3	4.1	7.8	4.2	4.8	2.9	3.2
Fishing	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.2	0.1	0.1
Mining	0.3	0.0	0.5	0.3	0.6	0.4	0.7	0.5	1.6	0.2	0.0	0.0	0.2	0.3	0.2
Manufacturing	21.1	16.8	33.6	19.8	25.7	22.5	23.9	34.9	36.7	19.9	25.2	32.0	18.7	20.7	21.4
Electricity, gas and water supply	1.1	0.0	0.0	0.9	0.6	0.0	1.0	0.4	0.4	0.6	5.3	0.0	1.0	0.3	0.1
Construction	8.3	6.4	13.8	6.5	12.6	9.6	9.2	8.0	12.3	6.3	3.1	3.3	6.3	22.1	14.8
Trade	15.7	18.3	13.6	15.1	17.2	15.4	14.6	12.4	12.8	14.3	8.7	7.8	13.6	11.9	13.3
Hotels and restaurants	4.5	8.0	10.7	2.9	7.3	11.3	2.3	13.5	7.5	2.4	3.2	5.2	3.1	4.7	9.0
Transport	6.8	5.6	4.6	7.6	5.7	7.2	5.9	4.2	4.8	7.3	4.0	4.5	6.5	3.5	4.3
Financial intermediation	4.0	0.9	0.8	4.2	2.4	1.5	4.0	1.7	1.0	3.0	1.8	1.7	3.4	1.8	0.8
Real estate/renting	5.1	9.5	7.7	5.8	6.9	11.9	6.3	6.1	4.8	7.0	6.3	15.5	8.2	11.9	11.5
Public administration	7.0	1.0	0.7	10.7	2.6	3.0	9.4	2.3	1.6	6.1	3.1	1.3	9.8	1.9	1.8
Education	6.0	11.6	2.3	9.0	3.9	3.1	5.3	3.0	1.9	7.1	10.8	11.1	7.8	2.4	4.6
Health sector	7.5	10.8	5.5	10.3	6.0	5.7	8.7	5.9	7.9	16.8	8.4	8.3	10.4	4.8	5.6
Services	4.0	8.3	4.2	3.7	4.7	4.6	4.9	5.3	4.7	4.4	7.3	5.1	4.1	3.1	4.1
Private households	0.4	0.0	0.6	0.1	0.9	0.5	0.3	0.5	0.5	0.2	0.0	0.0	1.8	6.8	4.4
Extraterritorial organisations	0.1	1.5	0.6	0.3	1.9	1.8	0.1	0.2	0.2	0.0	4.9	0.0	0.1	0.7	1.0
No. of cases (thousands)	3330.3	42.4	300.2	3541.2	186.4	65.0	32790.8	1002.4	1988.8	2552.3	21.5	22.6	20816.2	565.3	663.1

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 3.17 (II): Persons in Employment by Sector of Industry and Nationality in EU Member States in 1995 (%)

	E			GR			I			P			L		
	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals
Agriculture	8.7	5.2	6.9	20.3	3.1	4.8	7.3	0.0	9.2	11.2	0.0	2.9	5.2	1.8	2.0
Fishing	0.6	0.8	0.7	0.4	0.0	0.4	0.2	0.0	0.0	0.3	0.0	0.0	-	-	-
Mining	0.5	1.8	0.9	0.4	0.0	0.3	0.4	0.0	0.5	0.3	0.0	0.0	0.1	0.1	0.0
Manufacturing	19.5	13.9	9.6	15.1	11.7	17.1	22.9	13.2	22.4	22.7	39.2	19.0	15.2	11.9	8.7
Electricity, gas and water supply	0.8	0.0	0.0	1.1	0.9	0.0	1.0	0.0	0.2	0.9	0.0	0.0	1.0	0.1	0.0
Construction	9.5	3.6	6.3	6.4	1.2	22.6	7.8	4.1	10.0	8.1	8.0	20.5	4.7	20.4	16.4
Trade	16.5	9.7	15.5	16.4	16.5	10.5	16.8	18.4	14.5	14.9	10.9	15.2	14.0	14.7	12.6
Hotels and restaurants	6.3	19.8	15.0	5.8	14.0	9.1	4.2	5.5	5.6	4.6	6.8	5.9	2.6	8.3	16.5
Transport	6.0	9.1	2.3	6.5	9.9	3.5	5.3	6.0	4.4	4.4	5.5	0.0	8.7	3.2	10.3
Financial intermediation	2.6	0.0	0.5	2.4	3.5	0.1	3.4	0.0	0.8	2.9	3.3	0.0	9.7	9.1	7.2
Real estate/renting	5.3	7.8	2.5	3.9	7.5	3.6	4.7	0.0	5.8	4.4	19.4	13.8	4.8	5.1	14.0
Public administration	6.4	0.0	1.2	7.2	0.7	0.4	7.7	6.5	2.1	7.4	1.3	0.7	14.8	1.8	1.5
Education	5.6	18.8	5.5	5.8	13.7	2.4	7.6	11.3	2.2	7.3	3.1	10.2	7.3	2.3	1.1
Health sector	5.1	3.8	3.0	4.3	1.8	2.1	5.6	14.9	2.2	4.4	0.0	5.9	7.6	5.3	4.0
Services	3.7	4.5	7.6	3.3	9.3	3.2	3.9	10.3	3.7	4.1	2.4	3.2	2.9	2.9	3.5
Private households	2.8	1.2	22.5	0.6	3.3	19.3	1.0	4.5	16.0	1.9	0.0	0.0	0.3	3.3	1.2
Extraterritorial organisations	0.0	0.0	0.0	0.0	2.6	0.5	0.1	5.4	0.5	0.1	0.0	2.7	1.2	9.7	1.1
No. of cases (thousands)	11933.3	35.7	58.5	3758.8	8.5	53.2	19855.4	19.5	68.5	4377.0	9.6	8.8	98.7	57.9	4.3

Source: Eurostat Labour Force Survey 1995, authors' calculations

Table 3.17 (III): Persons in Employment by Sector of Industry and Nationality in EU Member States in 1995 (%)

	FIN			S			NL			IRL			UK		
	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals	Nationals	EU-nationals	3rd country nationals
Agriculture	7.7	0.0	0.0	3.3	0.7	1.5	3.9	0.1	1.4	11.6	4.9	4.7	2.1	0.6	0.7
Fishing	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.6	0.6	0.4	0.1	0.0	0.0
Mining	0.2	0.0	0.0	0.2	0.0	0.0	0.2	0.0	0.0	0.4	0.3	0.8	0.4	0.5	0.2
Manufacturing	20.5	44.9	10.3	19.0	25.7	15.4	16.2	17.5	32.2	18.8	18.7	14.4	19.1	13.9	16.3
Electricity, gas and water supply	1.3	0.0	0.0	0.7	0.4	0.0	0.7	0.9	0.0	1.1	0.1	0.0	0.9	0.7	0.2
Construction	5.7	0.0	0.0	5.9	4.6	2.2	6.1	3.6	2.8	7.6	5.1	3.6	7.2	8.7	2.1
Trade	11.4	7.8	6.8	12.4	10.2	13.8	16.9	17.5	13.3	14.0	12.1	6.7	15.9	11.8	11.9
Hotels and restaurants	2.4	7.6	12.9	2.3	4.7	10.3	3.4	9.8	12.7	5.3	11.6	13.9	4.3	11.0	10.8
Transport	7.3	9.5	14.0	6.7	3.4	5.7	6.1	8.0	5.4	4.6	2.5	1.4	6.4	5.8	6.8
Financial intermediation	2.5	0.0	0.0	2.1	1.6	0.0	3.3	2.6	2.0	3.9	3.1	2.4	4.5	4.6	3.7
Real estate/renting	7.9	0.0	21.0	9.2	10.1	12.8	9.9	12.6	11.7	6.2	9.2	9.1	9.3	10.3	11.5
Public administration	6.0	0.0	0.0	5.3	3.0	2.7	8.3	8.0	3.1	5.7	2.6	0.0	6.1	2.9	4.0
Education	7.3	11.8	5.8	7.3	7.6	5.6	6.5	7.4	4.0	6.8	9.2	7.0	7.5	8.7	6.8
Health sector	14.4	3.5	26.3	20.2	23.1	27.0	14.1	8.3	7.3	7.9	9.7	19.4	10.4	14.1	15.6
Services	4.9	14.9	3.0	5.2	4.8	3.0	4.1	3.4	3.7	5.6	10.1	10.7	5.3	5.1	4.3
Private households	0.1	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.3	-	-	-	0.6	0.8	2.1
Extraterritorial organisations	0.2	0.0	0.0	-	-	-	0.0	0.3	0.0	0.0	0.4	5.5	0.0	0.5	3.0
No. of cases (thousands)	2000.9	4.2	9.2	3983.9	78.3	71.0	6366.8	104.8	103.0	1223.0	27.3	7.6	24952.9	401.7	459.0

Source: Eurostat Labour Force Survey 1995, authors' calculations

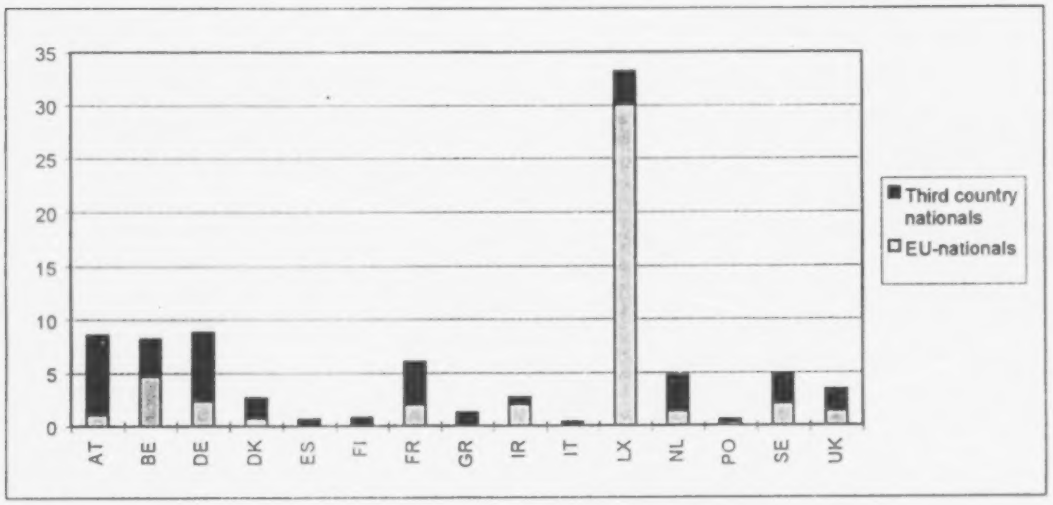
Table 3.18: Self-Employment Rates 1983-95 by Nationality (%)

	B			D			DK			E			F			GR		
	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU
83	15.0	11.7	13.6	9.3	4.7	8.6	11.6	7.5	13.4				13.4	4.8	13.8	36.6	23.3	25.2
84	15.9	13.7	15.2	9.7	5.3	9.5	10.3	8.6	10.5				13.6	5.3	13.9	35.8	23.1	25.0
85	16.0	14.7	18.5	9.5	5.8	9.7	9.9	5.2	6.6				13.1	6.0	15.9	36.0	23.0	26.6
86	15.6	13.7	14.2	9.4	6.4	8.7	9.4	4.7	5.4				13.0	7.0	7.0	35.4	27.6	24.0
87	15.4	13.7	14.8	9.3	6.7	9.5	9.2	7.3	6.4	23.5	24.1	28.7	13.0	7.0	6.4	35.5	25.3	29.0
88	15.3	13.6	14.8	9.2	6.5	9.2	8.9	6.3	5.7	22.6	23.5	24.6	13.1	8.2	7.8	35.3	25.8	25.3
89	16.1	15.3	15.8	9.3	6.8	9.2	9.3	5.7	7.3	21.6	25.4	23.5	12.8	8.0	8.1	34.4	24.1	35.8
90	16.0	16.5	17.5	9.2	6.4	8.8	9.5	7.8	8.2	20.9	22.5	20.1	13.1	8.8	9.3	34.8	23.4	26.5
91	14.9	14.7	15.4	8.3	6.5	9.3	9.1	6.6	7.4	20.4	19.5	20.7	12.8	9.0	9.0	35.4	17.1	28.8
92	15.1	15.0	15.9	8.7	7.4	10.9	8.9	7.6	11.8	21.3	24.7	29.8	12.7	9.0	9.1	35.6	15.9	31.0
93	15.4	15.4	16.6	9.0	7.9	10.5	9.0	9.4	14.1	21.7	27.0	25.9	11.9	9.1	9.2	35.0	12.6	26.3
94	15.3	16.1	17.6	9.3	8.7	11.9	8.4	8.9	9.2	22.1	23.6	25.8	11.9	9.0	9.2	34.8	12.7	27.9
95	15.3	16.4	17.2	9.5	8.2	12.9	8.3	9.9	10.0	21.7	26.3	32.6	11.7	8.9	8.8	34.1	12.8	23.8

	IRL			I			L			NL			P			UK		
	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU	Nationals	All non-nationals	of whom, EU
83	21.3	20.1	20.3				11.0	5.7	8.2	9.6	5.6	9.1				10.1	12.6	13.0
84	21.7	20.0	19.0				11.8	5.0	7.3							11.1	14.5	13.6
85	21.6	20.2	19.8				11.5	4.6	7.0	9.2	4.5	6.0				11.3	14.3	15.4
86	21.7	18.5	18.9				10.8	5.2	5.2				26.2	17.9	34.7	11.4	13.5	12.3
87	21.8	22.8	22.3				10.9	5.5	5.2	10.2	8.4	9.7	27.3	15.3	42.2	12.4	15.9	15.1
88	22.5	24.3	23.7				11.1	5.1	4.8	10.1	6.4	8.7	26.8	12.6	47.2	12.5	16.1	16.4
89	22.1	25.6	24.8				11.0	5.8	5.4	10.1	6.6	8.2	26.4	10.2	26.7	13.3	17.0	18.4
90	22.6	23.2	24.4				11.1	5.8	5.5	10.4	6.0	7.0	25.8	20.2	44.3	13.4	15.0	16.4
91	21.4	24.4	24.9				10.7	6.3	6.0	9.8	8.1	7.8	26.4	16.9	19.5	13.0	15.1	16.0
92	22.3	24.4	24.6	23.9	25.4	22.7	10.7	6.4	6.3	10.3	6.6	10.7	23.9	27.6	31.5	12.5	14.4	16.6
93	21.7	21.8	20.8	24.0	24.2	32.3	11.3	7.0	7.1	10.5	6.4	9.1	24.0	34.8	33.1	12.5	13.2	14.6
94	21.0	23.2	23.7	24.1	29.5	34.4	12.2	6.1	5.7	11.2	9.3	13.3	25.3	25.9	20.9	12.9	14.2	16.6
95	20.7	22.7	22.9	24.5	21.7	26.4	12.2	6.5	6.5	11.6	7.9	8.6	25.8	34.9	33.8	13.0	13.7	15.2

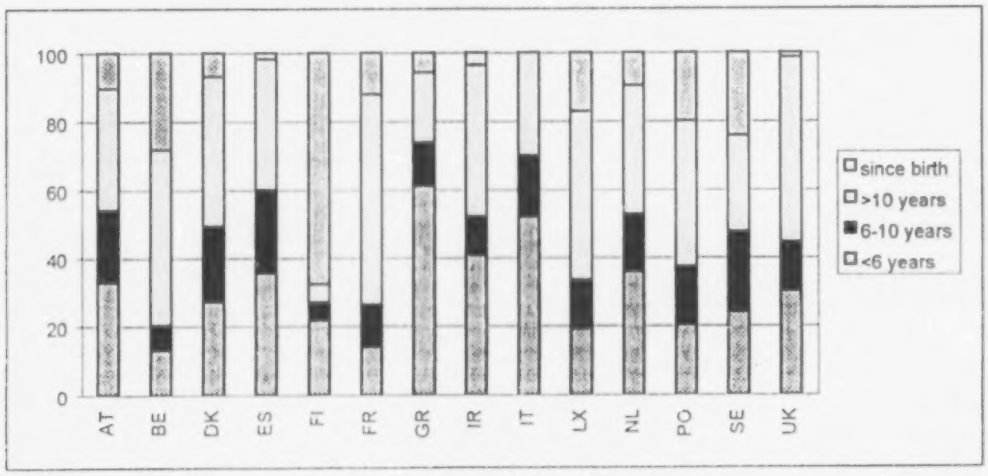
Source: Eurostat Labour Force Survey 1983-95, authors' calculations (from 1986 onwards persons from E and P, and from 1995 onwards persons from A, FIN and S are included under the heading of nationals from EU member states)

Figure 2.1: Non-National Population in 1995 (%)
(Broken down by third country and EU nationals)



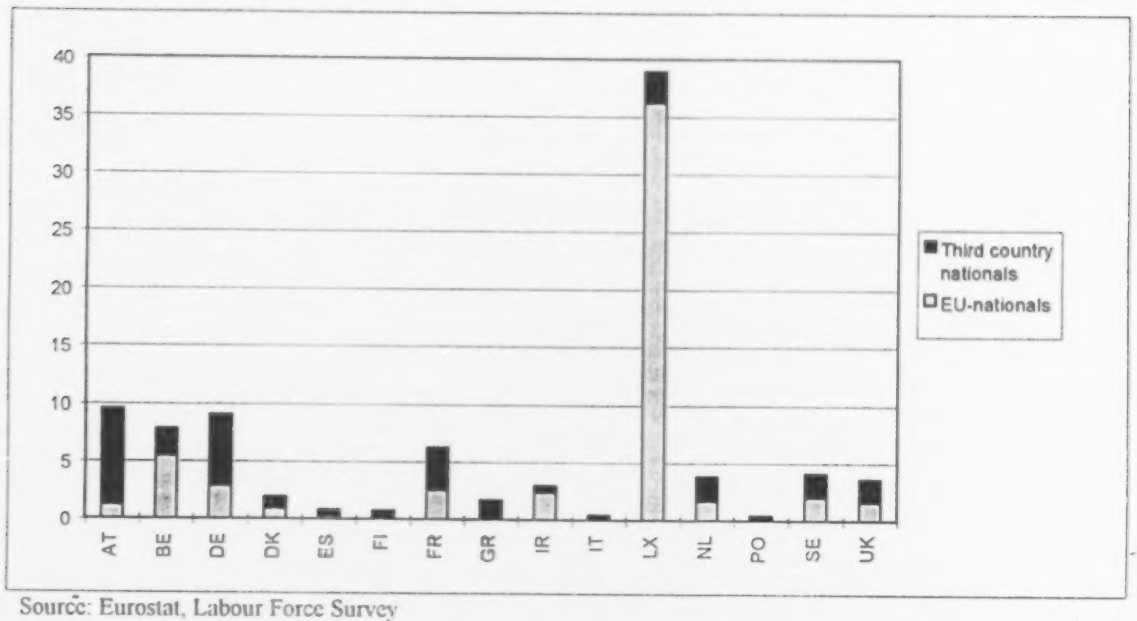
Source: Eurostat, Labour Force Survey

Figure 2.2: Length of Stay of Non-Nationals as in 1995 (%)



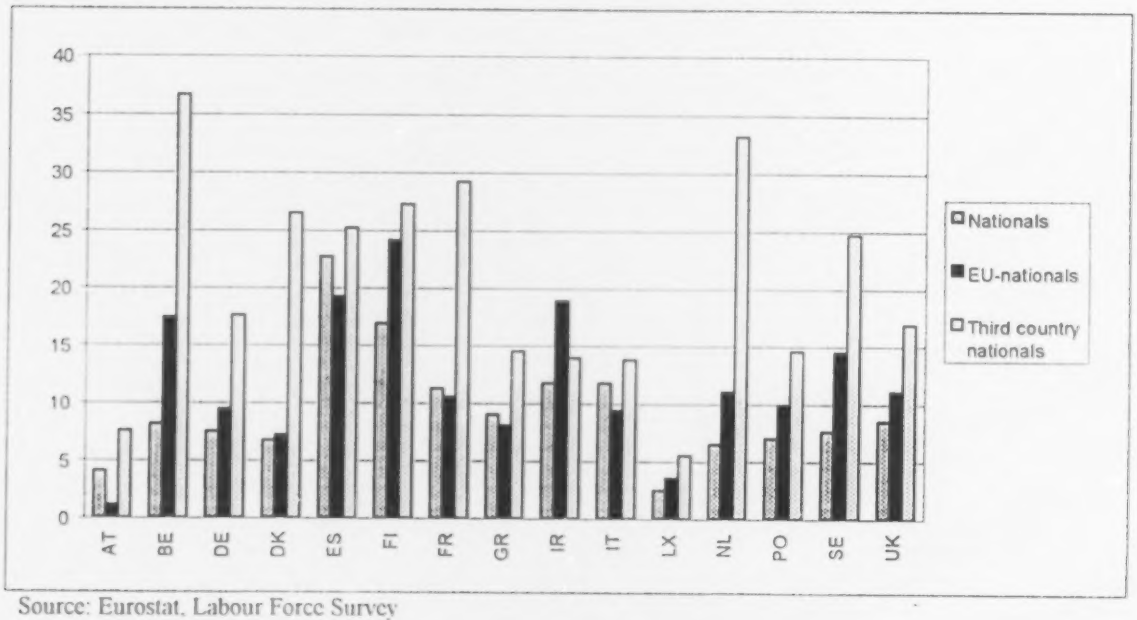
Source: Eurostat, Labour Force Survey

Figure 2.3: Non-Nationals in the Labour Force in 1995 (%)
(Broken down by third country and EU nationals)



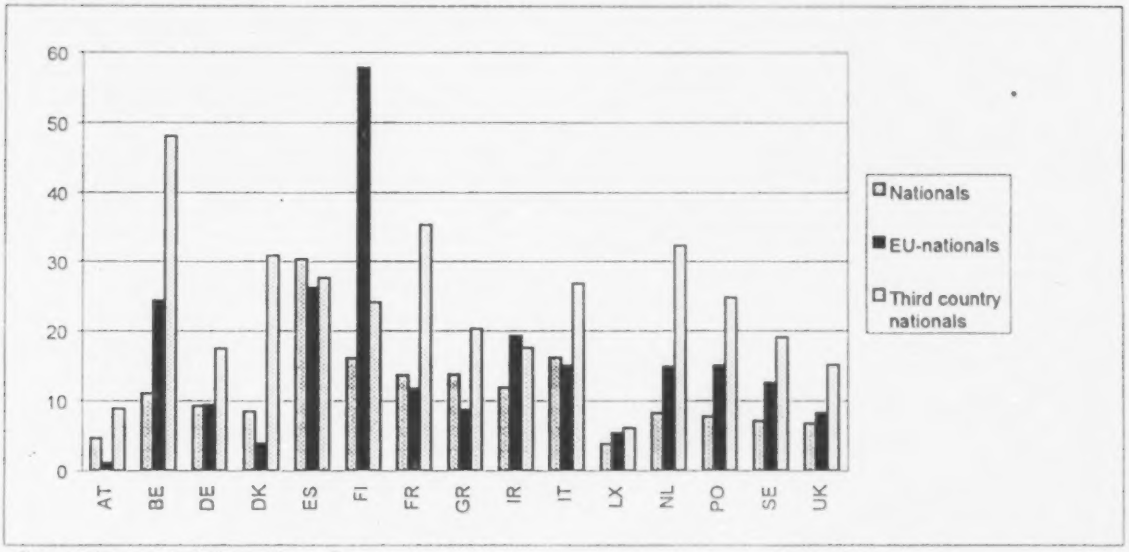
Source: Eurostat, Labour Force Survey

Figure 3.1: Unemployment Rates in 1995 (%)
(Nationals, EU and third country nationals)



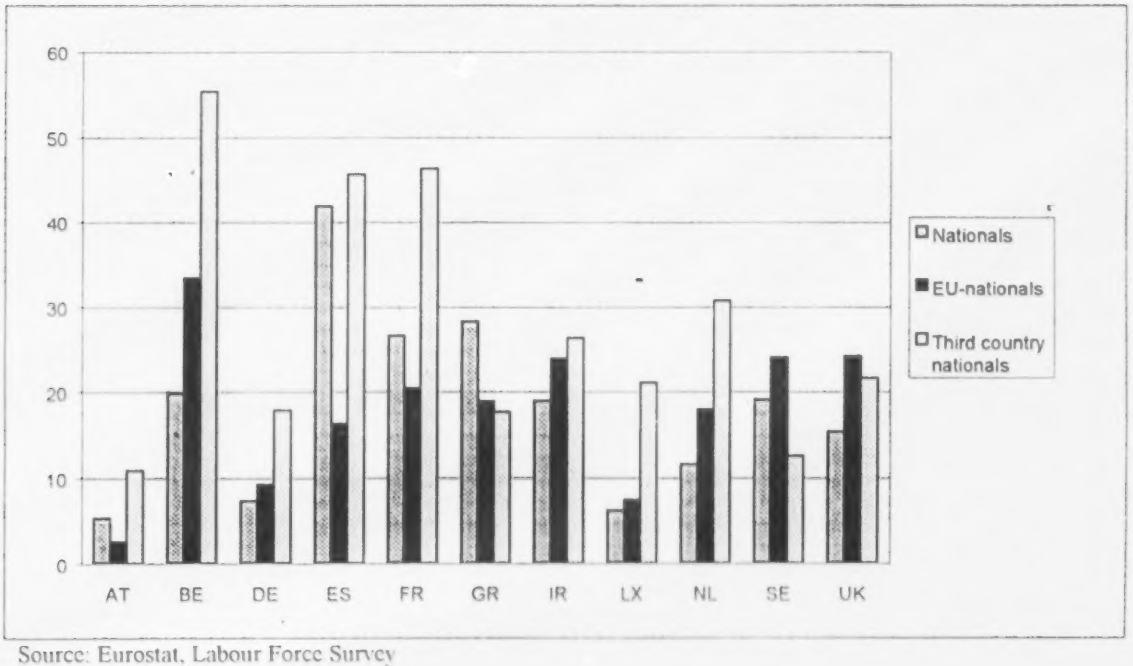
Source: Eurostat, Labour Force Survey

Figure 3.2: Women: Unemployment Rates in 1995 (%) (Nationals, EU and third country nationals)



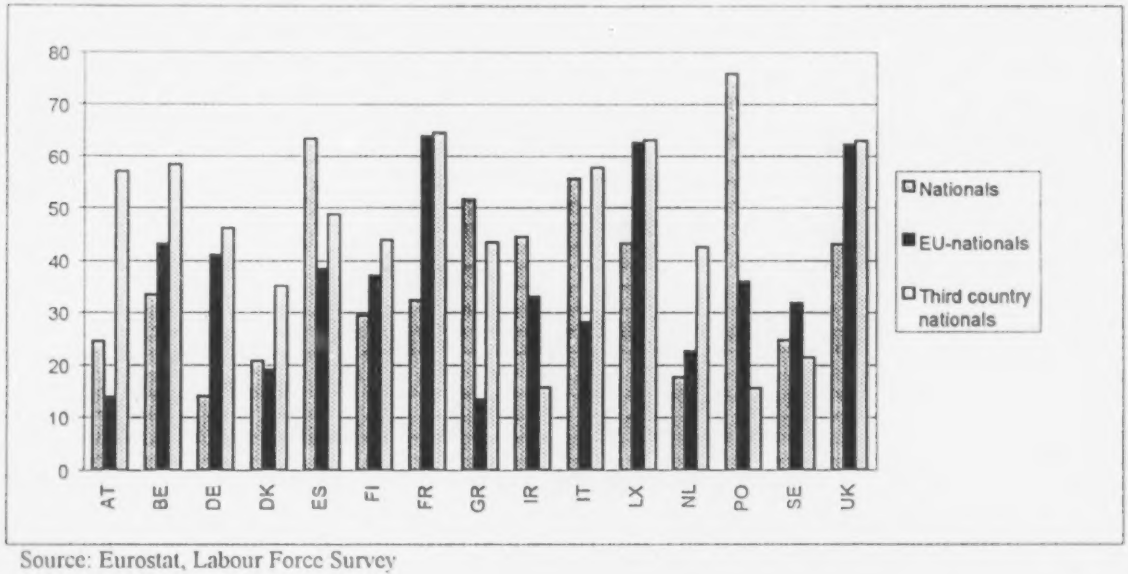
Source: Eurostat, Labour Force Survey

Figure 3.3: Young People (15-24 years): Unemployment Rates in 1995 (%) (Nationals, EU and third country nationals)



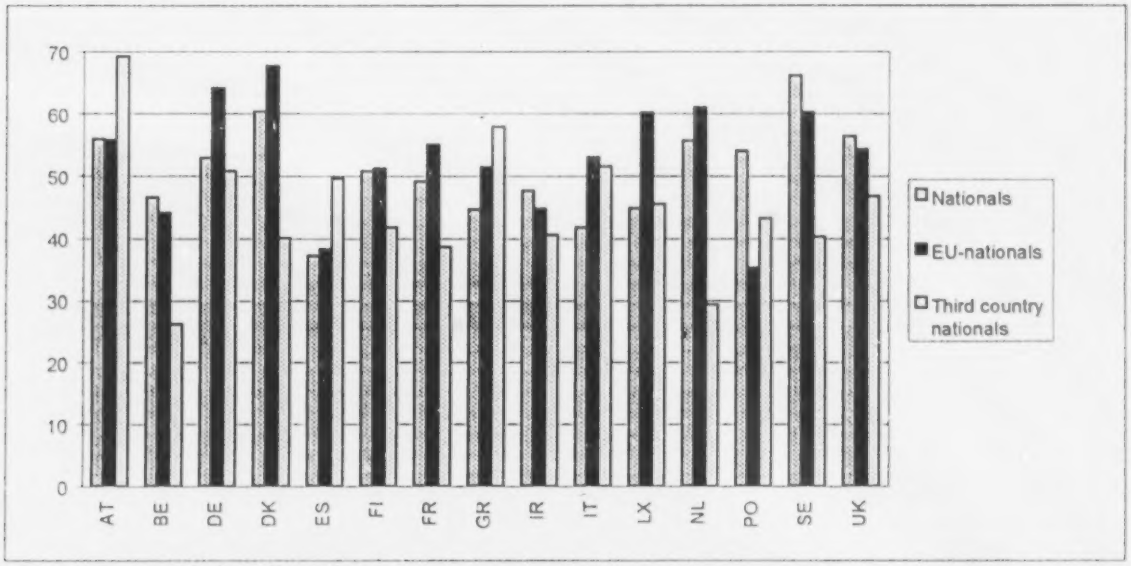
Source: Eurostat, Labour Force Survey

Figure 3.4: Level of Education of Nationals and Non-Nationals in the Labour Force in 1995 (Lowest level of education, in %)



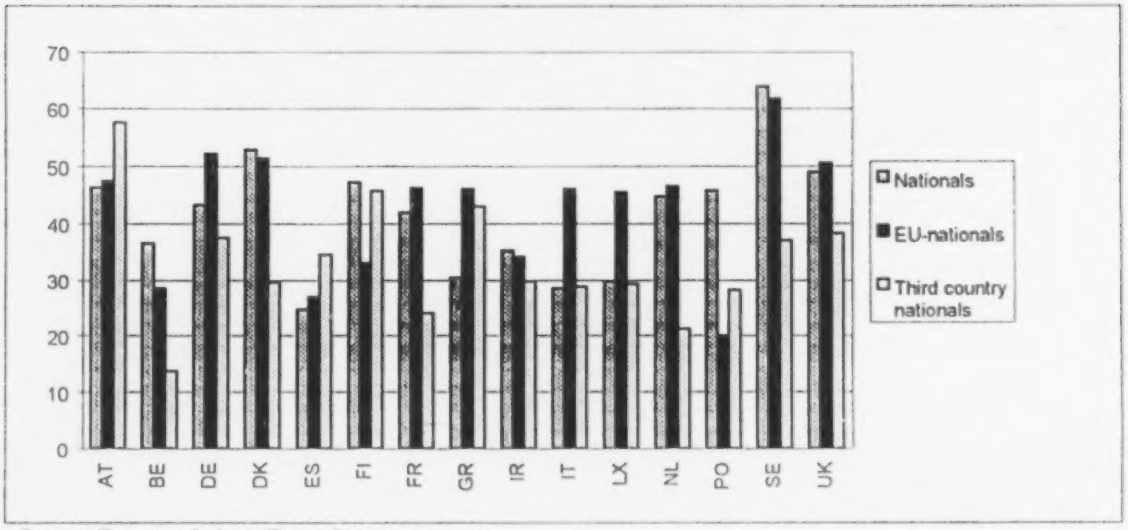
Source: Eurostat, Labour Force Survey

Figure 3.5: Employment Rates in 1995 (%) Nationals, EU and third country nationals



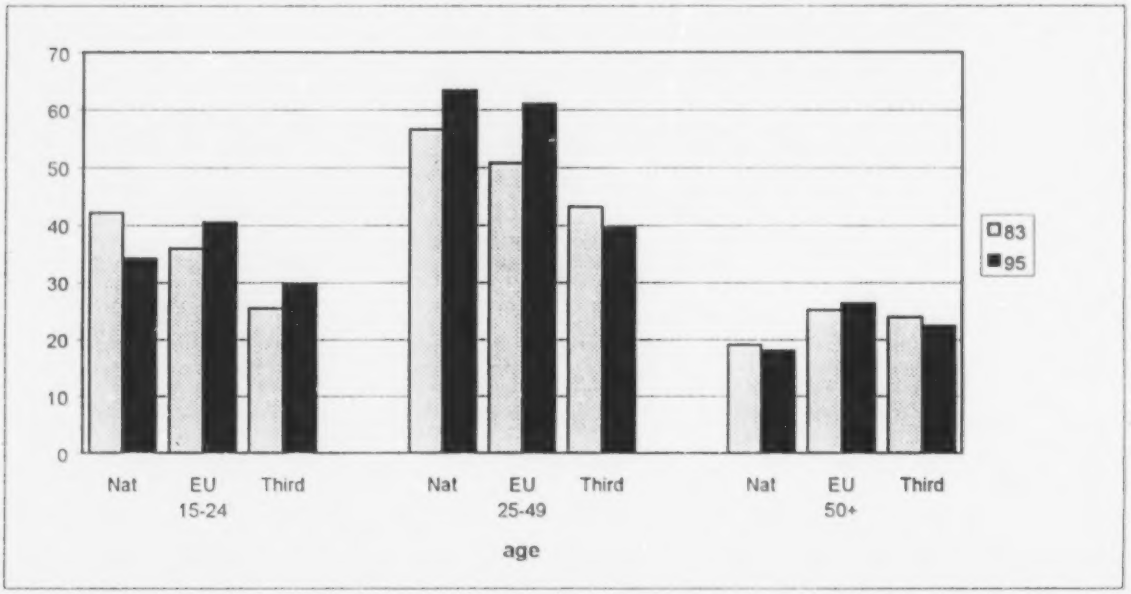
Source: Eurostat, Labour Force Survey

Figure 3.6: Women: Employment Rates in 1995 (%)
Nationals, EU and Third Country Nationals



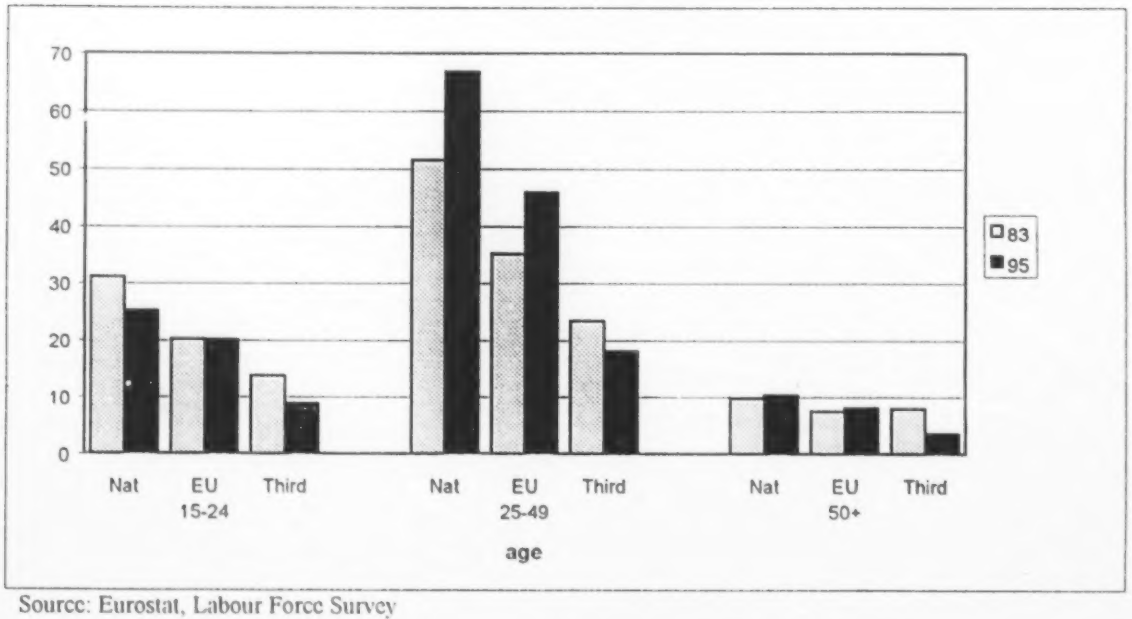
Source: Eurostat, Labour Force Survey

Figure 3.7: EU: Employment Rates of Women 1983 and 1995,
by Age Group and Nationality (%)
Nationals, EU and Third Country Nationals



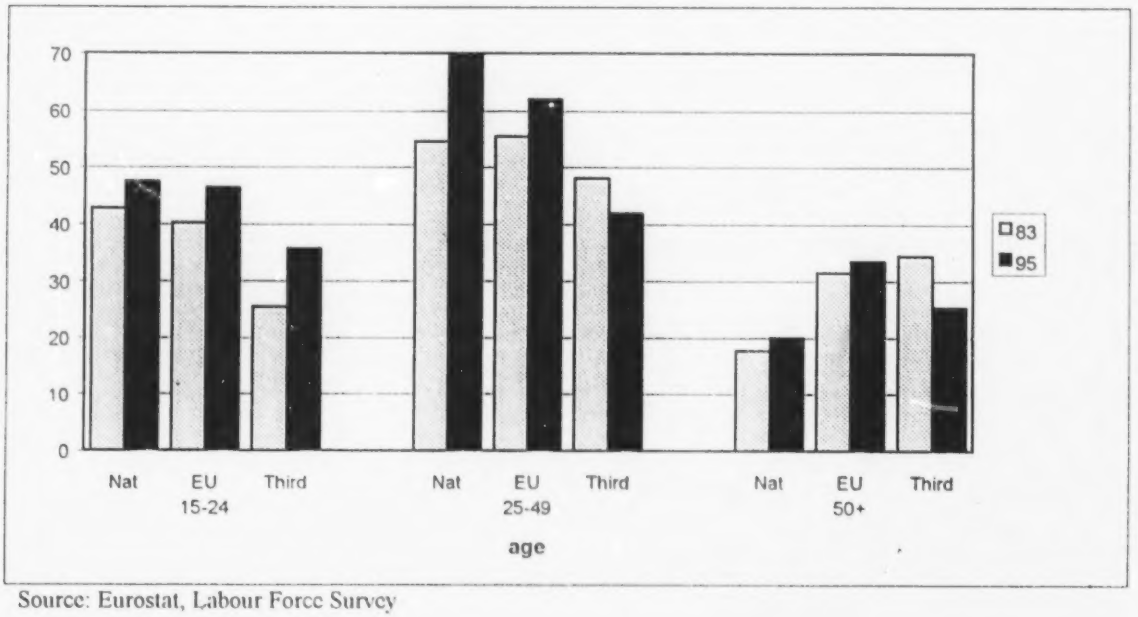
Source: Eurostat, Labour Force Survey

Figure 3.8: Belgium: Employment Rates of Women 1983 and 1995, by Age Group and Nationality (%) Nationals, EU and Third Country Nationals



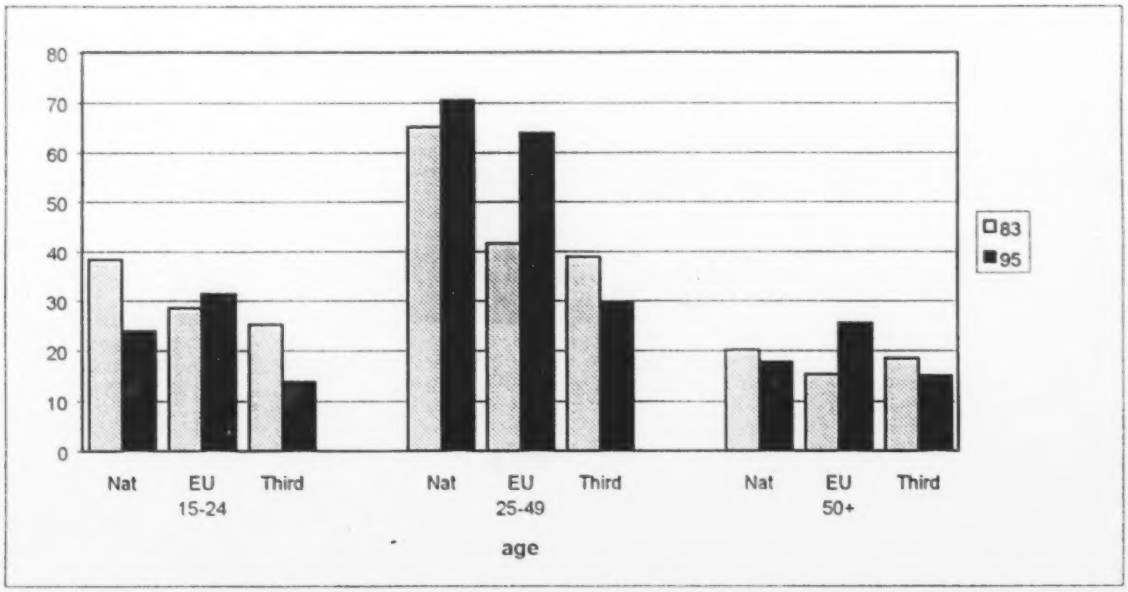
Source: Eurostat, Labour Force Survey

Figure 3.9: Germany: Employment Rates of Women 1983 and 1995, by Age Group and Nationality (%) Nationals, EU and Third Country Nationals



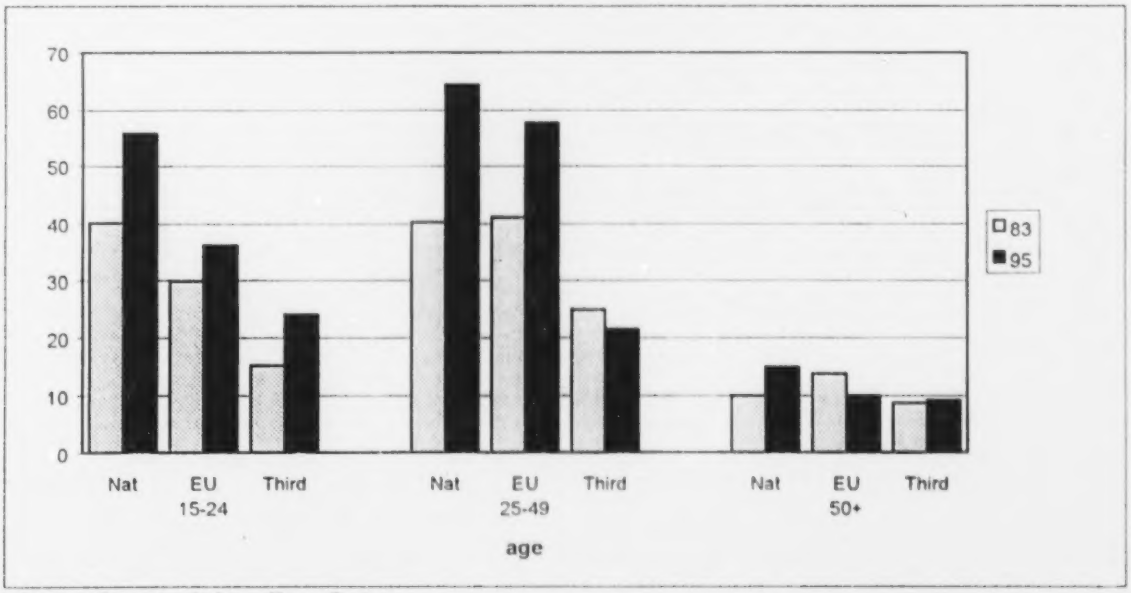
Source: Eurostat, Labour Force Survey

Figure 3.10: France: Employment Rates of Women 1983 and 1995, by Age Group and Nationality (%) Nationals, EU and Third Country Nationals



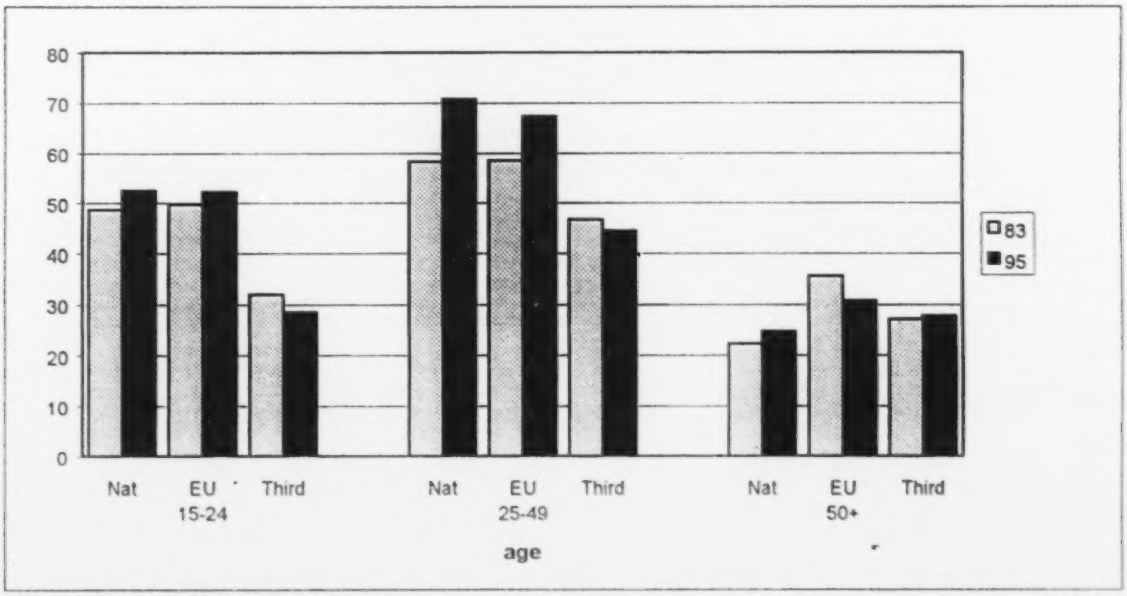
Source: Eurostat, Labour Force Survey

Figure 3.11: Netherlands: Employment Rates of Women 1983 and 1995, by Age Group and Nationality (%) Nationals, EU and Third Country Nationals



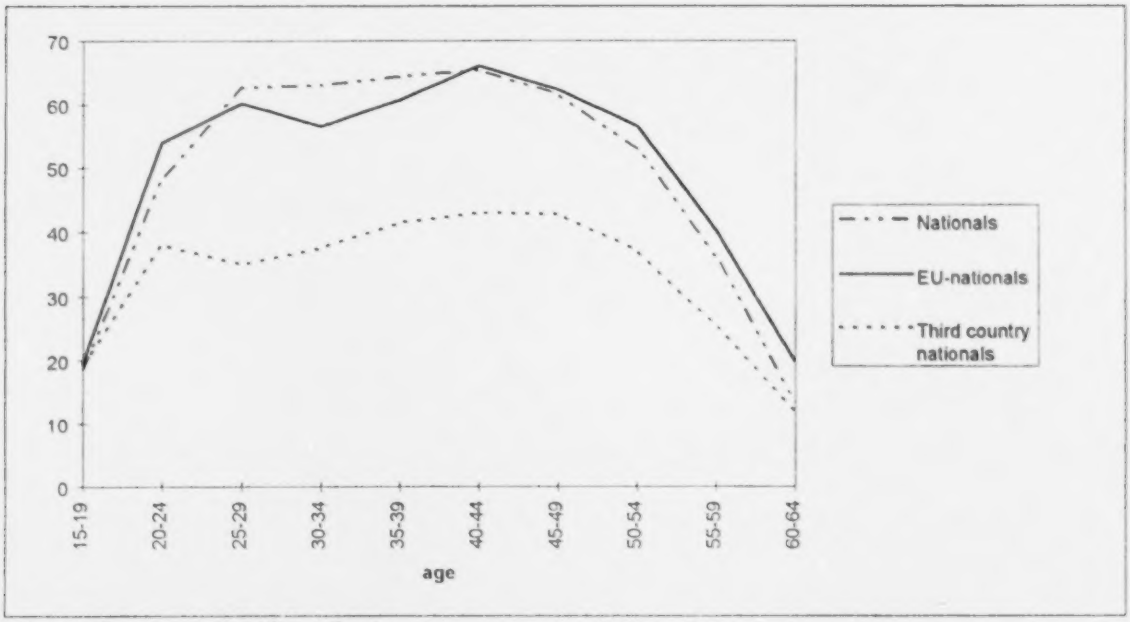
Source: Eurostat, Labour Force Survey

Figure 3.12: United Kingdom: Employment Rates of Women 1983 and 1995, by Age Group and Nationality (%)
Nationals, EU and Third Country Nationals



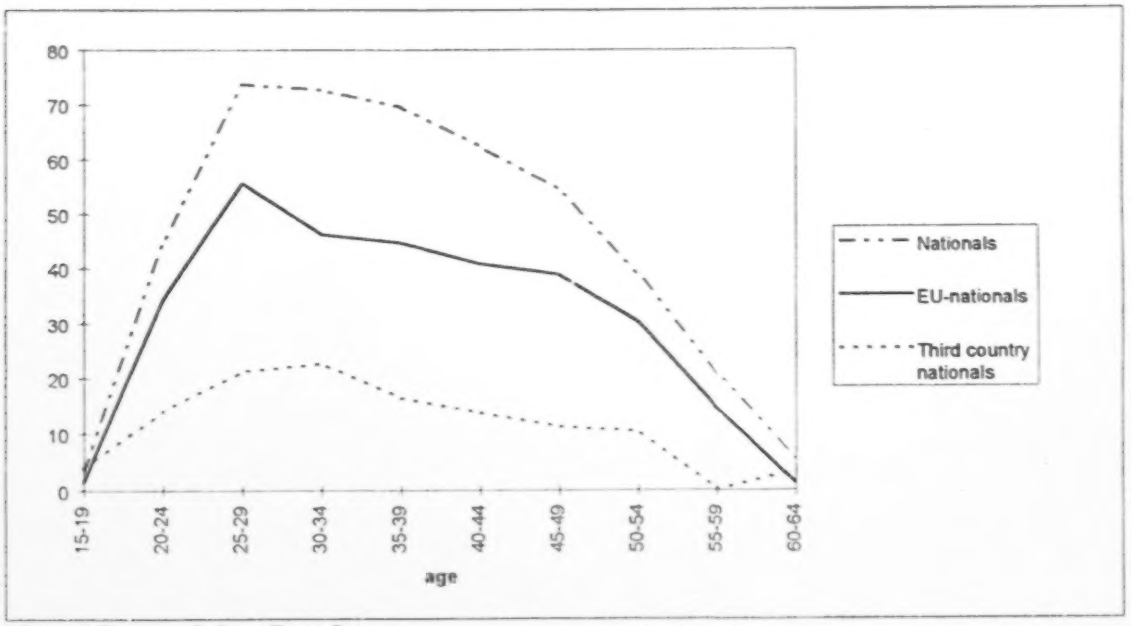
Source: Eurostat, Labour Force Survey

Figure 3.13: EU: Employment Rates of Women in 1995, by Five-Year Age Groups and Nationality (%)



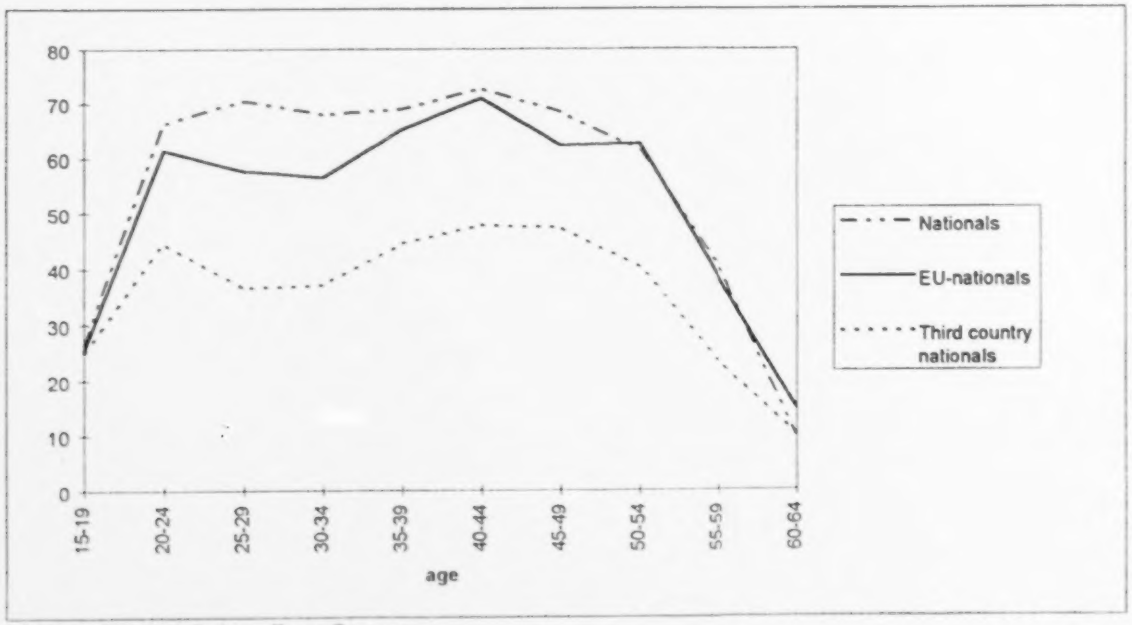
Source: Eurostat, Labour Force Survey

Figure 3.14: Belgium: Employment Rates of Women in 1995, by Five-Year Age Groups and Nationality (%)



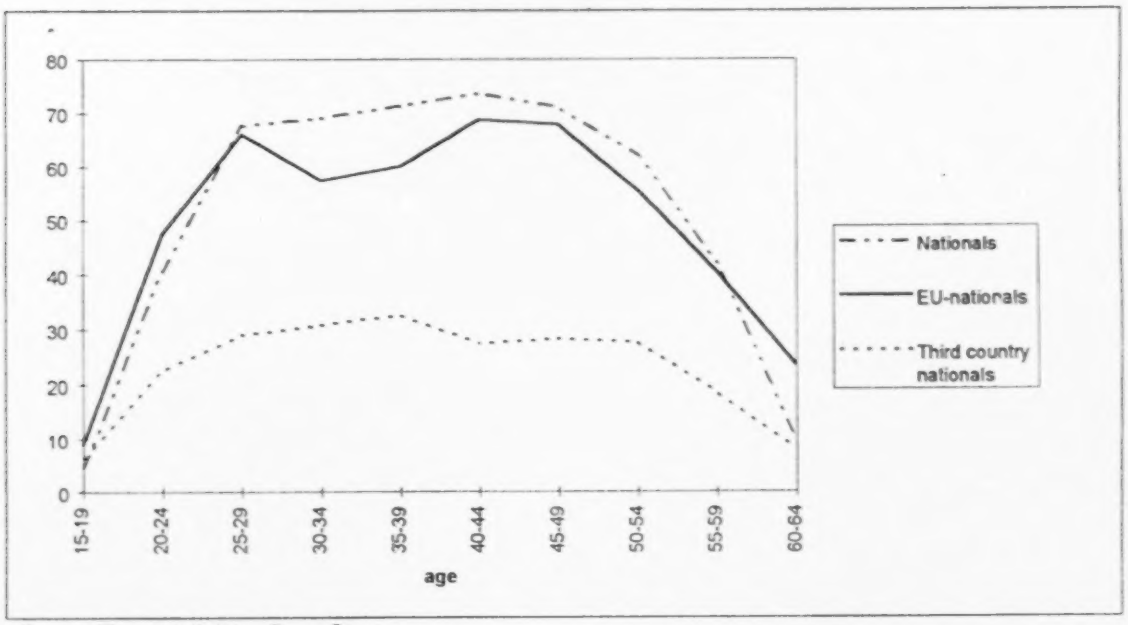
Source: Eurostat, Labour Force Survey

Figure 3.15: Germany: Employment Rates of Women in 1995, by Five-Year Age Groups and Nationality (%)



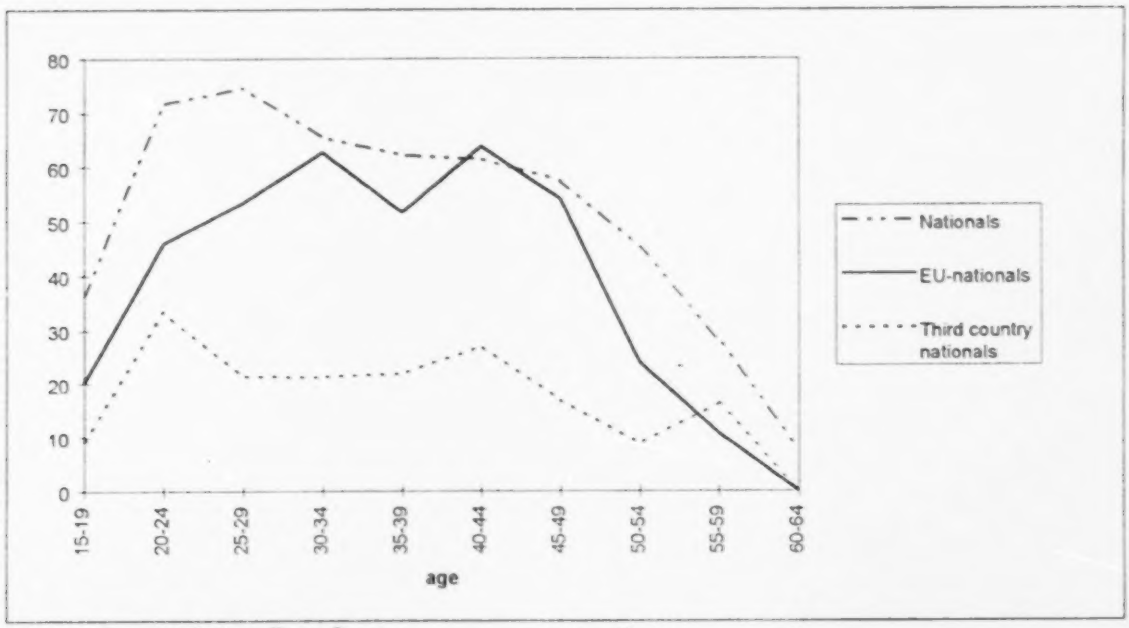
Source: Eurostat, Labour Force Survey

Figure 3.16: France: Employment Rates of Women in 1995, by Five-Year Age Groups and Nationality (%)



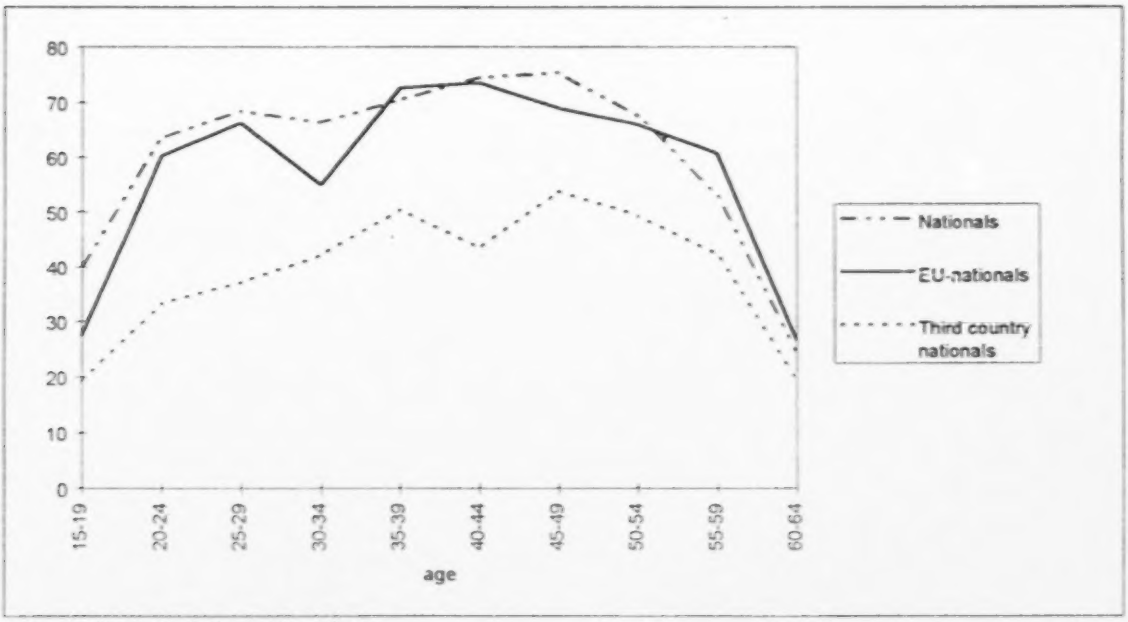
Source: Eurostat, Labour Force Survey

Figure 3.17: Netherlands: Employment Rates of Women in 1995, by Five-Year Age Groups and Nationality (%)



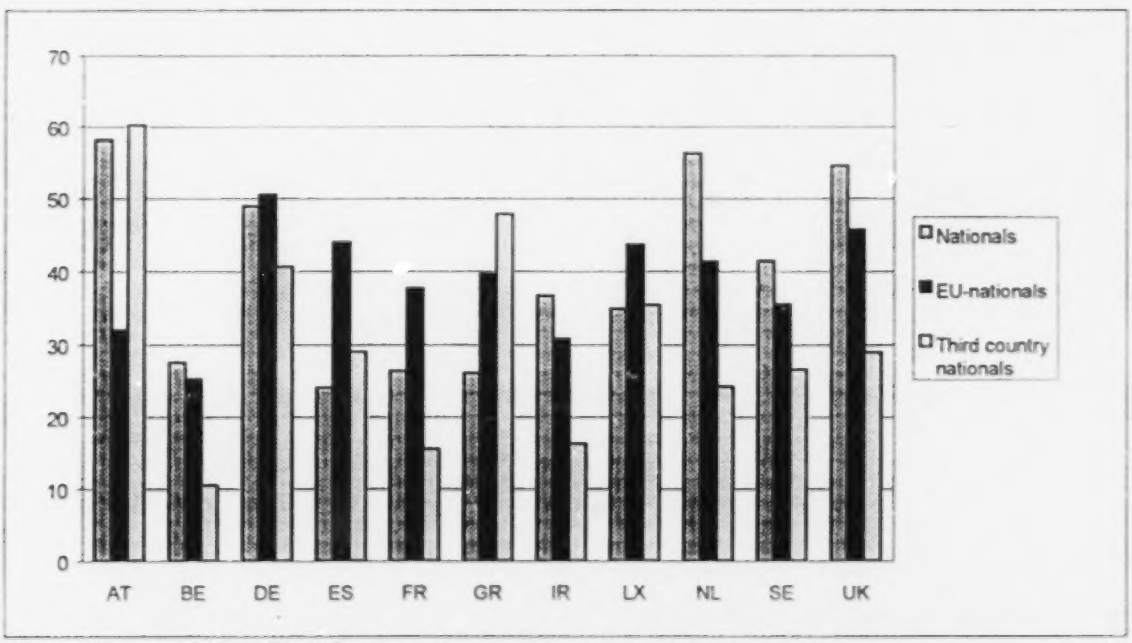
Source: Eurostat, Labour Force Survey

Figure 3.18: United Kingdom: Employment Rates of Women in 1995, by Five-Year Age Groups and Nationality (%)



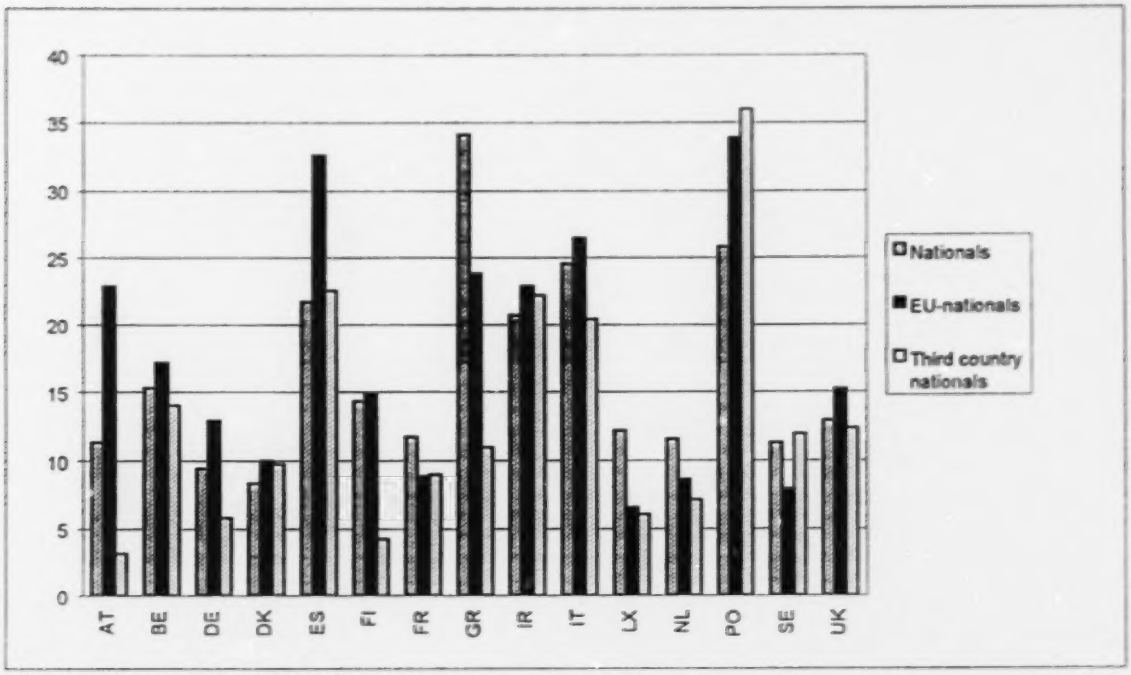
Source: Eurostat, Labour Force Survey

Figure 3.19: Young People (15-24 Years): Employment Rates of Nationals, EU and Third Country-Nationals in 1995 (%)



Source: Eurostat, Labour Force Survey

Figure 3.20: Self-employment Rates of Nationals, EU and Third Country-Nationals in 1995 (%)



Source: Eurostat, Labour Force Survey

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